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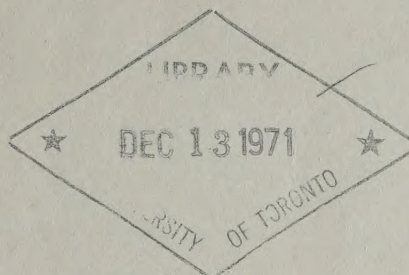
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DEPARTMENT OF NATIONAL
HEALTH AND WELFARE
OTTAWA

*Research and
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SALARIES AND WAGES IN CANADIAN HOSPITALS 1962 TO 1970



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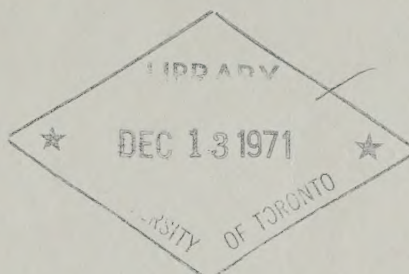
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HOSPITALS 1962 TO 1970**



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SALARIES AND WAGES IN CANADIAN
HOSPITALS 1962 TO 1970

Health Research Division
Research and Statistics Directorate

The Honourable John Munro
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E R R A T A

SALARIES AND WAGES IN CANADIAN HOSPITALS 1962 TO 1970

Page V, Para. 4, Line 5: "...with a pro-rata increase in labour costs" should read "...without a pro-rata increase in labour costs per unit of output"

Pages Vii-Viii: All table numbers should be in arabic numerals.

Page 4, Para. 6, Line 3
onward: should read "Hospital rates advanced a little faster than rates in other service industries and some industrial groups, but a little slower than rates in the remaining industrial groups."

FOREWORD

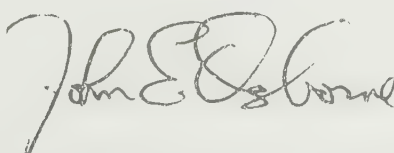
Rising health expenditures throughout Canada have been a matter of major concern to many persons and agencies for several years. The Government of Canada has shared this concern for some time in view of its expanding involvement in the financing of health services. This concern led to the establishment of the Committee on Costs of Health Services to enquire into ways of restraining the rate of increase in health service expenditures. The Research and Statistics Directorate welcomed the opportunity to co-operate with the various task forces during the preparation of their reports.

The cost of hospital services is the largest single segment of health services expenditure and the cost of salaries and wages is the major component of hospital expenditure. It was therefore considered appropriate to prepare a research memo on this topic as an adjunct to the work of the Committee on Costs of Health Services.

This memo highlights the trends of hospital salaries and wages during most of the 1960's and, to a limited extent, presents some indications of probable future tendencies assuming the introduction of no new controls. The activities of the Prices and Incomes Commission have alerted public awareness to the dangers of inflation, and this factor coupled with projected provincial fiscal shortfalls should exert additional impetus to the quest for effective acceptable hospital cost control measures.

Wage and salary rates represent only one factor in the hospital cost equation. Changes in the number and type of hospital employees are equally important. Improved utilization of personnel to produce greater efficiency and increased productivity can enable the hospital sector to absorb higher pay rates with a pro-rata increase in labour costs.

This study was prepared in the Hospital Care Section of the Health Research Division by Mr. W. Arrowsmith, under the general direction of Mr. W.A. Mennie, Principal Research Officer (Health).



John E. Osborne, Director,
Research and Statistics

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SALARIES AND WAGES IN CANADIAN HOSPITALS
1962 TO 1970

Introduction

This paper reviews recent trends in salary and wage rates paid by Canadian hospitals, compares hospital pay rates with those in other industries, and attempts to present a short-term outlook for hospital labour rates in the light of current conditions.

Summary

Hospitals employ many categories of personnel, but only pay data for a few major occupations are reviewed in this paper.

Pay rates for non-supervisory hospital personnel reviewed herein increased on average by about 63 per cent in the period 1962-69, but rates for lower-paid employees tended to increase more rapidly in percentage terms than those for higher-paid employees.

Percentage increases for supervisory and management personnel were roughly equivalent to those for non-supervisory personnel since 1966.

British Columbia, in general terms, paid the highest provincial rates in 1969, and the Atlantic provinces the lowest. Nevertheless, rates in the Atlantic provinces increased relative to the rest of Canada during the period under review.

The highest rate of percentage increase among the provinces occurred in British Columbia, excluding Newfoundland and Prince Edward Island which had relatively low rates in the base year. The combination of highest absolute rates and a high rate of increase accentuates the problems of those provinces with more limited resources.

Some differences were noted in pay rates by size and type of hospital but the data were mainly inconclusive.

The percentage increase in hospital pay rates during the period 1962-69 exceeded those for nearly all industrial groups, but some individual industries within these groups increased their rates more rapidly than hospitals. Since 1966 however, the percentage increases for hospitals and other industries have tended to be more nearly equivalent.

A comparison of rates paid for reasonably similar occupations among various industries indicated that hospital rates are now generally the highest among the service industries. Comparisons with industries outside the service sector are not so favourable. Hospital rates in most instances are within the limits of those paid by other industries but they tend to be within the lower reaches of the range. (1)

Fairly wide differentials in rates exist among industries for occupations assumed to be somewhat similar. It is suggested that these differentials reflect, in part, the relative potential of each industry to absorb higher labour costs through offsetting operational efficiencies together with the ability to pass on cost increases in the form of higher product prices. It is further suggested that hospitals have limited scope in this respect.

Unfavourable comparisons can be made between hospital pay rates and those for dissimilar occupations. Although these comparisons are not always valid, their powerful emotional appeal tends to obscure any lack of logic.

-
- (1) The comparisons are in terms of monthly rates, but the differentials might be less pronounced in terms of annual incomes having regard to the probable seasonality of employment in other industries.

Preliminary data suggest that 1970 was a year of significant change in respect to hospital salaries and wages. Provincial rates commonly increased by eight to fifteen per cent.

Labour contracts which extend into 1971 appear to provide for adjustments of six or seven per cent this year. It is unlikely that labour unions still to negotiate will readily accept less.

In the slightly longer term, increases in hospital pay rates at least in line with changes in the Consumer Price Index should be expected. The recent shift by the Federal Government to an expansionist economic policy suggests that the Consumer Price Index may commence to climb, although perhaps at a slower rate, following several months of stabilization.

It might be more realistic to anticipate hospital pay increases in excess of the change in the Consumer Price Index having regard to the effects of progressive taxation. For example, a nurse with no dependants in British Columbia paid at the average salary level received \$2,760 more in 1969 than in 1962. Of this amount, 35 per cent was required to offset higher prices and 30 per cent for increased direct taxes, leaving 35 per cent as a real increase in disposable income. This suggests that the effect of taxation for some employees is almost equivalent to the effect of inflation.

The cost to hospitals of pay increases is compounded by a slow but steady reduction in hours of the average work week. The number of employees must consequently increase in order to provide the same number of hours of work.

Rate of Increase

(a) Selected non-supervisory personnel

The rate of increase in salaries and wages (in terms of index numbers) for hospital non-supervisory personnel has generally tended to accelerate during the period 1962-69.

Table 1 which provides a salary index for 12 major hospital occupations, shows that the average annual increase in index points during the period 1966-69 exceeded the increase for 1962-66 with respect to every occupation listed. Registered nurses, who constitute the largest single category of hospital employees, had an annual increase of 6.2 points in the earlier period compared to 11.2 points in the 1966-69 period. The percentage gains over the period 1962-69 tended to be greater for female than for male employees and for the lower-paid than for the higher-paid occupations. This in part reflects the impact of changes in minimum wage legislation.

The 1969 index understates the national pay level in that year as it does not include retroactive increases for Quebec hospital workers granted in 1969. Quebec hospitals employ about 30 per cent of all Canadian hospital employees, consequently these adjustments could result in a significant increase in national average rates and the final column of Table 1 would therefore show higher averages.

(b) Other non-supervisory personnel

Only fragmentary information is available regarding pay rates for hospital occupations not listed in Table 1, but it generally appears that these rates have at least maintained their relative position within the hospital pay structure.

(c) Supervisory nursing personnel

Supervisory personnel are not included in the occupations listed in Table 1, but data from another source, available for the years 1967 and 1968 only, show that average salaries for graduate supervisory nurses have tended to increase at a slightly higher rate than for registered general duty nurses. Table 2 indicates the percentage change which occurred in these years.

Comparative data are not available for supervisory nursing personnel with specific post-graduate qualifications.

(d) Other supervisory and management personnel

Tables 3 to 10 inclusive reproduce the findings of surveys conducted by "Hospital Administration in Canada" in 1966, 1968 and 1970. The data incorporate an unknown level of distortion arising from the small number of personnel in certain categories and from the use of different sampling criteria in the surveys. The last two lines on each table show percentage increases for the years 1966-68 and 1968-70. Overall increases for these key positions collectively were 24 per cent for 1966-68 and 15 per cent for 1968-70. Table 11 converts the data to an index number base and provides a comparison with non-supervisory personnel. Subject to the validity of the data, the table suggests that management and supervisory salary increases have been reasonably proportional in percentage terms to the increases received by non-supervisory personnel in the past three or four years.

Rate by Type of Hospital

Table 12 indicates little overall difference at the national level in 1962 between rates paid by general hospitals and those paid by other hospitals. For some occupations, notably psychiatric attendants, the general hospitals paid lower rates on average, but for nurses and most other employment categories there was virtually no difference.

Other data, in respect to nurses only, indicated the existence of relatively small differences in the year 1968, see Table 13, but these differentials reflect location and size of institution in addition to the type of hospital, and the information is consequently inconclusive.

Rates by Province

(a) Staff nurses

In order to facilitate the presentation of inter-provincial comparisons, salaries paid to staff nurses are considered first and these are shown in Table 14.

In respect to the level of staff nurse salaries, the provinces could have been grouped into three categories in 1962. In the top group alone was British Columbia. The two central and three prairie provinces constituted a second category with rates at approximately the national average level. The Atlantic provinces comprised the third group with rates ten to fifteen per cent below the national average.

By 1969 there was no great change in the rank order of the provinces, but rates in some provinces had moved ahead more sharply than in others. Rates in the Atlantic provinces collectively rose more rapidly than in any other province except British Columbia. Their aggregate rate increased from 87.8 per cent of the national average in 1962 to 92.1 per cent in 1969.

British Columbia had not only the highest rates during this period but also the highest rate of increase of any province except Newfoundland and Prince Edward Island. The high rates of increase in the latter provinces reflect a "catching-up" process from the relatively low rates prevailing in 1962. The widening of the differential between the highest rate province and those with lower rates has obvious implications for potential cost control in the latter.

(b) Other personnel

Weighted increases in rates for all selected personnel collectively other than staff nurses are shown in Table 15. In most provinces the rates for other personnel in percentage terms have tended to rise roughly in line with increases for staff nurses. The differences which appear in some provinces may result from the weighting employed and the significance of the table must be restricted to the general observation that salaries for nurses and for other personnel taken together appear to be advancing at the same pace more or less.

Rate by Size of Hospital

A meaningful analysis of pay rates by hospital size should be based on provincial data to overcome distortion created by differences in the distribution of hospitals by size in the provinces. Provincial tabulations of pay rates by hospital size are available for 1962 only and these show that rates for staff nurses tended to be highest in small hospitals, see Table 16. Ontario was the only province to have its highest rate associated with the largest hospitals.

No reasons for this phenomenon are immediately apparent. It might indicate a tighter nurse supply situation in smaller communities with higher rates acting as an inducement to attract personnel from larger centres. It may reflect conveniences and fringe benefits associated with employment in larger hospitals which permit a lower pay scale. Perhaps the staff turnover rate is significantly different in small compared to large hospitals or duties in small hospitals may be more onerous because the division of labour is not so far advanced. These suggestions are, of course, mere speculation.

Data for 1968 available on a national basis only for general duty nurses suggest that hospitals with 25-49 beds had the highest mean pay rates, see Table 17. The range of rates among hospitals of most other sizes was fairly narrow however, excluding hospitals with 1-9 beds. These averages are influenced not simply by the effect of hospital size alone but also by different rate levels among provinces. Differences in the provincial distributions of hospitals by size may have sufficiently distorted the national averages so that the comparisons may reflect geographic factors more than hospital size.

Comparison by Industry

The trends of pay rates in hospitals and in other industrial groups are compared in Table 18. The increase in hospital pay rates in percentage terms in the period 1962-69 exceeded the increase in all other industrial groups but one. Within these industrial groups, however, some individual industries increased their rates more rapidly than the hospitals.

It must be borne in mind that a high percentage increase from a low base may yield fewer dollars than a low percentage increase from a high base. This comparison, therefore does not imply a "catching-up" by hospital personnel in absolute dollar terms, but it does show an improvement in relative terms. In other words hospital personnel were better paid in relation to other workers in 1969 than they were in 1962.

If 1966 is used as a base instead of 1962, it will be seen that hospital percentage increases were generally in line with those in other industrial groups. Hospital rates advanced a little faster than rates in other industrial groups, but a little slower than rates in the remaining industrial groups.

Comparison by Industry and Similar Occupations

A rigorous analysis of pay rates by occupation and industry would be a complex undertaking and far beyond the scope of this paper. The discussion in this section is of a more general nature and is limited to a presentation of data for several occupations and various industries in a form which permits ready comparison, albeit of a superficial nature.

Wage rates, being subject to ongoing change, cannot be analyzed effectively by static data which reflect a situation at only one point of time. For the purpose of this discussion, it must be assumed that all rates are current and therefore reasonably comparable. In fact, some rates may reflect settlements reached many months earlier and re-negotiation may be imminent; others may

even be obsolete and in use only pending establishment of new rates; yet others by contrast may reflect very recent adjustments. Among rates of individual establishments there may consequently be a time lag of a year or more. To the extent that all industries in all locations are affected equally, the question of bias may be disregarded, but if wage adjustments in a given industry are mainly concentrated at one point of time rather than being distributed evenly throughout the year, there will be distortion in one direction or the other. Despite these problems it should be possible to observe in a general way how hospital wage rates relate to those in other industries.

Tables 19 to 34 inclusive list hospital pay rates and those prevailing in other industries for somewhat similar occupational titles, although they may not necessarily be comparable in every respect. In a few instances, occupations are included which are obviously not comparable, but these inclusions are intended to provide wider perspective.

The tables list average wage rates paid by each industry in respect to stated occupations. Average rates are shown for Canada, the provinces, and the cities of Montreal and Toronto as applicable. Data are not published if the rates in one establishment might thereby be revealed. Rates are those paid to non-supervisory personnel except to the extent that a supervisory function is common to the position title.

No comparable rates of any significance are available for nursing, diagnostic and treatment personnel. Hospitals are the major employers of these occupations, and hospital rates are frequently used benchmarks for other employers, consequently comparisons would not be particularly meaningful from a hospital viewpoint.

The comparisons are therefore restricted to "non-treatment" personnel who fall basically into two categories: firstly, dietary and housekeeping personnel, who in large measure have counterparts in the service industries only; and secondly, maintenance and service personnel who have counterparts in other industries in addition to the service industries.

Rates paid in the service industries in Canada have generally been lower than those paid in other industries, consequently more favourable comparisons might be expected in the case of dietary and housekeeping personnel than in the case of maintenance and service personnel.

Tables 19-24 inclusive show rates paid in various surveyed industries for selected dietary and housekeeping occupations. It would be tedious to comment upon these tables individually from the viewpoint of each province. Instead, two fairly general observations are made, but these may not be applicable to every occupation in every province.

It may first be noted that hospital rates, on a national basis, are the highest listed in each table. The only exception appears in Table 19, which shows rates for hotel chefs as well as for cooks. The hotel chef probably has greater supervisory responsibilities than a hospital cook and his position might more reasonably equate with that of a hospital head cook. The inclusion of rates for chefs is to provide a wider background for the evaluation of the hospital cook rate.

The second point is that hospital rates on a provincial basis are the highest listed in the table in most instances. It is true that a few hospital rates were exceeded in other service industries in some province, however it should also be kept in mind that most service industries had more hours in the working week than hospitals in 1969 (small hotels 43.8 hours, laundries 42.0 hours, large hotels 41.0 hours, railway hotels 40.0 hours, and hospitals 39.1 hours). On the other hand, the income of some personnel in hotels and restaurants may be supplemented by gratuities.

These tables indicate that hospital rates for the personnel listed are among the highest if not the highest in the service industries surveyed, and there is no evidence to suggest that hospital rates were lagging in this respect at the time of the survey.

Tables 25-34 show comparative rates for maintenance and service personnel. These personnel are largely paid by hourly rates, but these have been converted to monthly equivalents based upon the number of hours worked per month by hospital personnel in each instance.

An examination of these tables suggests that no standard rate exists for most of the occupations listed. Consider, for example, maintenance carpenters in Ontario, see Table 25. Rates range from \$400 to \$736. The spread of up to 84 per cent in terms of the lowest rate is too great to be explained away by random factors or minor differences. It is clear that there must be basic differences in the types and conditions of employment.

It should be recognized initially that occupational nomenclature can be misleading, and that occupations may be incomparable despite similar titles. Obviously the functions and responsibilities of positions must be reasonably comparable for any comparison of pay rates to be valid. Furthermore there may be different skill levels grouped under each occupational heading.

Other differences relate to the degree of unionization in the industry and the bargaining power of the labour unions concerned.(1) The location and various conditions of employment including the seasonality of the work, occupational hazards etc., must also be considered.

Many economists regard wage differentials as a reflection of labour productivity which in turn depends largely upon the amount of capital used per employed worker. They consequently claim that the wage differential between the manufacturing and the service industries arises because the former is relatively more capital-intensive and the latter more labour-intensive. The validity of this viewpoint may be questioned in terms of its universal applicability, but in the present context it might be well to keep in mind that the ratio of capital to labour may vary among the industries listed and this may have a bearing on the wage differentials noted.

-
- (1) The effect of unions on wage rates has received much attention in economic literature but no consensus has yet been reached in quantitative terms. One writer after reviewing several studies concluded that their general drift, looking broadly at the economy, implied that the "wage gap" created by union pressure was normally of the order of 10 to 15 per cent in recent years, see H. Gregg Lewis, Unionism and Relative Wages in the United States, (Chicago: The University of Chicago Press, 1963), page 5. This conclusion was disputed by another author who found the data so faulty that one could not reject the hypothesis that the relative wage effect of unionism has been zero since 1920, see Melvin W. Reder, "Unions and wages: the problem of measurement", Journal of Political Economy, (April 1965), pp. 188-96. Another study however indicated that unions which organize entire jurisdictions raised wages from 6 to 8 per cent, see Leonard W. Weiss, "Concentration and Labour Earnings", American Economic Review, (March 1966), pp. 96-117. This positive view was reinforced by a study which estimated the average union - nonunion differential at 22 per cent in 1950 and 26 per cent in 1960 although the author conceded the possibility of upward bias in his results, see Adrian W. Throop, "The union-nonunion wage differential and cost-push inflation", American Economic Review, (March 1968), pp. 79-99. A further recent study found an average earnings differential of 18 per cent between union and nonunion plants in 23 United States manufacturing industries during the years 1960-65. When broken down by region, a differential averaging 12 per cent appeared in 71 out of 76 cases, see Vernon T. Clover, "Compensation in Union and Nonunion Plants, 1960-1965", Industrial and Labour Relations Review, (January 1968), pp. 226-33. On balance, it seems reasonable to accept Clover's conclusion that earnings and supplementary benefits in union plants are characteristically higher than in nonunion plants. Two further observations might be added from the viewpoint of general interest. Firstly the effect of unions on wage rates has varied from union to union and from time to time particularly as between periods of inflation and deflation. Unions tend to apply a "ratchet" influence upon wages by strongly resisting downward adjustments in wages during times of economic recession. Secondly the effect of unions upon wages generally in a longitudinal framework is almost certainly greater than that indicated by above cross-sectional studies, because of the influence exerted indirectly in nonunion establishments.

It is suggested that a major reason for wage differentials may arise from the market morphology associated with each industry. Note that higher rates tend to be paid by those industries in which production is mainly concentrated in the hands of a relatively few firms (motor vehicles, breweries, tobacco products etc.). These industries are commonly regarded as being better able to influence the price of their products and to pass higher costs along to the consumer through higher prices. Lower wage rates tend to be associated with industries having a more competitive market structure i.e. where the degree of control over market price by any one producer is more limited or negligible. This situation may result because producers are smaller or more numerous or it may arise from other circumstances which resist upward adjustments of prices and thus curtail the potential for increasing wages at the establishment level. In the case of maintenance carpenters in Ontario, the low rate previously mentioned was paid by gold quartz mines. Most gold mines could not operate economically without federal assistance in the face of a fixed selling price for gold which has been maintained unchanged for international monetary purposes for over thirty years.

There is considerable empirical evidence to indicate that, at least for industrial sectors during certain time periods, greater rates of increase in wages have been correlated with three variables: relatively strong union strength; relatively high "degrees of monopoly" (as measured by concentration ratios); and relatively high profit rates.(1) The high degree of inter-correlation among these variables has resisted attempts to isolate their separate effects, consequently there is lack of agreement regarding the effect of a high "degree of monopoly".(2) This paper however suggests from a priori reasoning that a monopolistic enterprise which can influence the price of its products in the market place is better able to accede to union demands than an organization which cannot(3).

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- (1) See A.M. Ross and W. Goldner, "Forces Affecting the Interindustry Wage Structure", Quarterly Journal of Economics, (May 1950), pp. 254-281; W. Bowen, Wage Behaviour in the Postwar Period (Princeton, N.J.: Princeton University Industrial Relations Section, 1960), Chap. V; H.M. Levinson, Postwar Movement of Prices and Wages in Manufacturing Industries, Joint Economics Committee, 86th Cong., 2nd. sess., Study Paper No. 21, 1960; and Martin Segal "Unionism and Wage Movements", Southern Economic Journal, (October 1961), pp. 174-181. Some writers however express serious doubts about the general validity of the relationship on both theoretical and empirical grounds. See especially Albert Rees, "Union Wage Gains and Enterprise Monopoly", Essays on Industrial Relations Research (Ann Arbor and Detroit, Mich.: University of Michigan-Wayne State University, Institute of Industrial Relations, 1961); H.G. Lewis, Op. Cit., pp. 159-161 and 177-178.
- (2) There is a large literature in this area. The discussion tends to be academic and hinge largely upon the definition of monopoly and the operation of other variables. The Rees-Lewis position was given additional support by Weiss who concluded that earnings are higher in concentrated industries for workers of the same occupation but that the workers are of higher quality, see Leonard W. Weiss, "Concentration and Labour Earnings", American Economic Review (March 1966) pp. 96-117. Another writer contended that greater wage increases correlated with concentration should be reflected in ever-increasing differentials between rates paid by monopolists and competitors for comparable labour; but this has not been observed over time see M.W. Reder "Wage Differentials: Theory and Measurement", Aspects of Labour Economics (National Bureau of Economic Research, 1962) pp. 291-296. The explanation lies in the fact that during periods when the labour market is in tight supply relative to demand, competitive pressures pull the lower wages to a higher level, narrowing or eliminating the previously developed differential. Another author suggests that employers in a more concentrated industry will be able to resist union pressures effectively, see Harold M. Levinson, "Unionism, Concentration, and Wage Changes: Toward a Unified Theory", Industrial and Labour Relations Review, (January 1967), page 204.
- (3) A fairly recent article indicated a strong positive statistical relation between the average wage rate and the percentage of total employment occurring in establishments of at least one thousand workers in each industry. See Stanley H. Masters, "An Interindustry Analysis of Wages and Plant Size", Review of Economics and Statistics, (August 1969), pp. 341-45. Masters concludes that differences in plant size are at least as important as differences in market structure. Note however that large plants indicate the existence of positive returns to scale, and this in turn is a condition favouring some degree of monopoly.

Having reviewed briefly just a few of the factors contributing to wage differentials in an occupation, it seems reasonable to suggest that these differentials are probably inevitable under the present organization of the economic system, reflecting a host of differences which need not be considered here.

The foregoing may help to indicate why hospital pay rates rank in the lower sections of Tables 25-34, but one further point should be made clear. In most industries, higher wage rates are made possible by technological change. Steel, chemicals, textiles, and banking are examples of industries in which technological advances have been accompanied by a drop in the number of necessary employees. But hospitals in many respects are not the beneficiaries of the technological revolution but rather its victims because of its reverse effects. Other industries can produce more and more with fewer people. Not so the hospitals. Almost every major advance in medical technique requires more - and better trained - employees.

Obviously the ability of the economy to absorb the cost of hospital wage increases is limited, particularly under conditions where technological change tends to be labour-increasing rather than labour-reducing. The cost of hospitals must be weighed against the plethora of other demands upon the public purse. This was precisely the reason for establishment of the Committee on the Costs of Health Services, i.e. to enquire into ways of restraining the rate of increase in health service expenditure.

This brings us to the core of the matter. If pay rate differentials are a fact of life, reflecting inter alia the ability to pay or pass on the cost of higher rates, there will not be wage parity throughout all industries. But if differentials must continue, how large a differential is acceptable without hospital personnel considering themselves victimized from the viewpoint of equity? The answer to this question hinges mainly upon the philosophy of all concerned. This paper cannot presume to judge how the level of hospital wage rates should be established in relation to other industries, but it is in the light of this consideration that the following general comments should be evaluated.

Firstly, it may be noted from Tables 25-34 that hospital rates in respect to most occupations and most provinces are not usually the lowest paid by any industry. In most instances hospital rates lie within the range between the lowest and the highest rate, and in this broader sense they may be considered to have "caught up" with industry.

Secondly, it can be seen that where hospital rates are the lowest of all industries, they do not generally trail the field by a wide margin. The difference between the hospital rate and the next highest rate is usually relatively small.

Thirdly, hospital rates in a few instances are close to the top of the spectrum i.e. maintenance electricians in British Columbia, see Table 26.

Comparison by Dissimilar Occupations

The statistical data presented thus far has provided comparisons between rates paid by hospitals and those paid for reasonably similar occupations in other industries. Comparisons can also be made with dissimilar occupations from the principle of merit, by taking into account the employee's necessary skills and training, experience, responsibility, value to society, disagreeability or hazards of employment and so on. This area will not be explored in detail because favourable or unfavourable comparisons can be made for almost every occupation depending upon the weighting attached to the suggested determinants.

This type of comparison is very complex, and if the discussion is pursued to its logical conclusion it calls into question the rationality underlying the existence of relative wage rates in the national economy and even the whole system of distribution of the national product. Such matters extend far beyond the confines of this paper.

Nevertheless these comparisons are worthy of mention partly because they can readily influence public opinion through their emotional impact and partly because their thrust is not easily denied regardless of their validity. Illustrations of this type of comparison include a complaint by hospital nurses that their pay per hour is less than that of garbagemen and an observation by hospital personnel that they receive less for caring for humans than zoo attendants caring for monkeys. These illustrations suggest prima facie inequity which is not readily dispelled by references to the more favourable comparisons possible between similar occupations in hospitals and other industries.

Preliminary Data for 1970

Table 35 lists preliminary data for 1970. It must be emphasized that this tabulation is not complete and is subject to revision. This table indicates, generally speaking, that 1970 was a year of significant change in hospital salaries and wages. For Canada as a whole, most rates increased ten to twelve per cent with some categories gaining over fifteen per cent. There were two categories with increases below five per cent but these were based on incomplete returns.

Increases in provincial rates were varied but were commonly of the order of eight to fifteen per cent. Quebec increases were substantially higher ranging up to 25 per cent reflecting retroactive increases in that province. Some rates in Newfoundland increased by about thirty per cent but this was from a relatively low base.

Future Outlook for Hospital Pay Rates

The pattern of future pay increases cannot be projected realistically by reference to past trends only. New factors may emerge to influence the future situation while current factors may assume lesser or greater importance. It is reasonable to expect that hospital pay rates will increase at least in relation to increases in the Consumer Price Index, but any quantitative forecast or projection, except in terms of probability would be virtually meaningless. It therefore seems more logical to present a general non-quantitative outlook for hospital pay rates.

In a broad sense, the prices paid for labour resources are dependent upon the strength of supply and demand relative to the occupation in question. More specifically, pay rates are determined in most instances within the supply - demand framework by the interplay of a host of factors which might be collectively regarded as the bargaining power of employers and employees. These factors include the essentiality of the occupation for the convenience and welfare of the public, the degree of monopolistic control exercised by employers and employees, and the extent of public support for the position of either side. Bargaining is subject to pertinent legislation which, for example, may specify minimum wages or curtail the right to strike.

(a) Employee bargaining power

The present bargaining power of hospital employees varies according to the occupation, the institution, and the region of Canada concerned. The following subjective appraisal may not be valid in every location but is thought to be a fair indication of present trends.

Disregarding the effects of legislative controls, it seems that hospital employees in general have a more favourable bargaining position now than in earlier years. There are several reasons for this observation.

Firstly, it is clear that the attitude of hospital workers to their employment has changed in this decade. The feeling of responsibility for community service and the inducement to accept substandard wages having regard to the religious, charitable or voluntary status of the employer is no longer so prevalent as before. Hospital managements and the provincial plans appear to recognize this shift and generally appear to accept the principle that hospital rates should be reasonably competitive with those established in the labour market.

Secondly, hospital employees are turning increasingly to unionization to strengthen their bargaining position. Unions with province-wide or even Canada-wide membership exert a degree of monopoly control unavailable to a local group. Unions, furthermore, are becoming more militant in the employees' behalf. One recent example was the formation in Ontario of the Professional Association of Interns and Residents which won substantial concessions for its members. This action is having repercussions across the country by its direct effect on interns' pay rates. It may also indirectly influence the rest of the hospital pay structure and sway the attitude of other hospital workers regarding the merits of militancy.

Thirdly, it appears that public opinion in recent years has largely favoured hospital employees in their efforts to secure higher pay rates. Support for this viewpoint comes from sympathetic articles and editorials in the news media. It may also be noted that several Ontario arbitration boards in the past two years have ignored guidelines by the Ontario Hospital Services Commission and have awarded pay raises in hospitals considerably in excess of the suggested maximum percentage increase. It is not clear whether this apparent public endorsement of hospital wage demands will continue during periods of high unemployment and financial stringency but no indications of a reversal have yet been noted.

Fourthly, hospital employees can point out instances in which their pay rates compare unfavourably with the remuneration received by others. For example, increases in physicians' fee schedules were widely publicized during public debates of medical care issues. The potential increase in physicians' incomes is viewed by many hospital employees as justification for requesting higher pay rates. Unfavourable comparisons with dissimilar occupations can also be made as mentioned earlier.

The final justification for the claim that hospital employees now have a more favourable bargaining position lies in the accelerating progression of their pay rates in the past few years. Hospital pay rates in percentage terms have increased somewhat more rapidly than rates in almost all other industries. It may be argued that pay rates in the base year were lower in the case of hospitals, hence the absolute increase may be smaller even though the percentage increase was greater, nevertheless the increase indicates that hospital employees have improved their relative position during the decade.

(b) Labour legislation

The overall effect of labour legislation is difficult to evaluate. On the one hand, increases in the minimum wage level have undoubtedly influenced the rates for lowest paid hospital workers and tended thereby to raise the entire hospital wage rate structure. On the other hand, legislation prohibiting the right to strike in some provinces has deprived hospital employees of a tactic regarded by organized labour as the "ultimate weapon". But it remains questionable whether denial of the right to strike has been so great a handicap in all instances as might initially appear.

(c) Current labour contracts

Agreements now in force in several provinces extend beyond the end of 1970 and provide for pay increases in 1971. These agreements will extend

an upward influence on pay rates, not only through the automatic increases for the personnel concerned, but also through their effect upon the bargaining climate in provinces with contracts terminating in 1970. The increases already authorized will tend to be regarded by employees as a minimum guideline for the industry, and presumably unions coming to negotiation will not readily accept less. A recent survey showed these increases, generally speaking, to be in the region of six or seven per cent.

(d) Incremental policy

Most labour contracts contain a range of rates for each occupation. The maximum rate is achieved over a period of time by progression through a number of steps.

If the labour force is regarded in a dynamic sense, with a continuous stream of entrants at the lowest level offsetting attrition at higher levels, the progression of employees through the various steps should not significantly affect average rates on a year-to-year basis if incremental policy remains reasonably constant. On the other hand, average rates can change if incremental policy is amended. Saskatchewan, for example, has abandoned a six increment system (except for supervisory personnel) and now has a two increment system. Presumably the percentage of personnel at the maximum rate will be greater in the future under the new arrangement and the average rate will increase accordingly.

(e) Inflation and taxation

Continuous erosion of the purchasing power of the dollar is a major reason for demands for higher pay. If wages remain constant in dollar terms, their real value declines in line with increases in consumer prices. In 1962 the Consumer Price Index stood at 101.2 (1961 equals 100). By 1969 it had risen to 125.5 (see Table 36). In other words, prices, as defined in the Index, increased by 24 per cent in seven years. This means that an employee who received \$100 in 1962 would require \$124 in 1969 to provide the same purchasing power. The Consumer Price Index has declined fractionally since its peak in mid-1970, but it remains to be seen whether this marks the commencement of a period of less rapid price increases, or whether the index will continue to climb at its former rate after a period of adjustment.

Progressive income taxation compounds the effects of inflation insofar as salaries and wages are concerned because pay increases are subject to a higher marginal tax rate. Appendix "A" shows the approximate amount of tax payable by a single staff nurse receiving "average" pay in British Columbia in 1962 and 1969.

British Columbia was selected for this example because nurses in that province received the largest dollar amount of increase during this period. The income tax payable by this hypothetical nurse increased from \$489 in 1962 to \$1,316 in 1969, a difference of \$827.

The annual salary of this nurse rose from \$3,996 in 1962 to \$6,756 in 1969, a difference of \$2,760. Allowing 24 per cent for the erosion in the purchasing power of the dollar, about \$960 extra was required in 1969 to maintain parity with the 1962 wage level ($24\% \times \$3,996$). Additional taxation was \$827. The total offset was therefore \$1,787. Our nurse consequently had a disposable income of \$973 more in 1969 than in 1962 in real terms ($\$2,760 - \$1,787$). (1) In other words, of the total increase this nurse received, she retained 35 per cent while 65 per cent was absorbed by taxation and inflation. The real gain to any individual could have been greater depending upon family circumstances and the applicable tax rate. For simplicity we have also disregarded the fact that the Consumer Price Index is not a cost of living index.

(1) Increased taxation may reflect the provision of public funds for new or enlarged social programs (medical insurance, hospital insurance, pensions etc.). These programs relieve the individual of actual or potential private expense and, to this extent, increase real personal disposable income.

In the foregoing example, the effect of taxation was 85 per cent as great as the effect of inflation. While realizing that the taxation effect will not always be of this magnitude in every case, it is nevertheless clear that the taxation effect becomes progressively more significant as wages rise (assuming tax rates do not decline). As the taxation effect is additional to the inflation effect, it seems reasonable to expect requests for percentage wage increases in excess of percentage changes in the Consumer Price Index. Unless such increases are granted, the real disposable income of hospital workers must decline.

Additional Compensation

In any consideration of pay rates, the matter of additional compensation deserves attention. Additional compensation can be classified under two headings, monetary and non-monetary. Monetary compensation includes overtime earnings, shift differentials, etc., while non-monetary compensation includes the provisions of food, clothing, transportation, etc.

Hospitals have a variety of arrangements in respect to additional compensation. This topic therefore cannot be explored extensively, but a few general comments must suffice as illustrations*.

The amount of additional monetary compensation for hospital employees has increased during this decade. For example, the survey in 1962 showed that about only 40 per cent of hospital nurses were employed in institutions which paid a premium for evening or night shifts and about 60 per cent of nurses were employed by institutions which paid no premiums. By 1970 about 70 per cent of nurses were eligible for shift premiums.

In 1962, the most common shift differential was \$1 per week; in 1970 \$1 per shift, with some hospitals paying \$1.20 or \$1.85.

In 1962, "on-call" or "standby service", if compensated, was commonly at the rate of \$5 or \$10 per month for nurses. By 1969 virtually all hospitals requiring nurses on "standby" paid compensation, mainly at the rate of \$2 or \$3 per shift.

Nurses "called-out" in 1962 generally received compensatory leave at straight time or pay at time and one-half. In 1969, the most common form of compensation was time and one-half with a two hour minimum and transportation provided.

There is only fragmentary documentation regarding non-monetary compensation, for example, free or subsidized meals for employees, provision of uniforms and laundry service. One gathers the impression that the importance of this area is declining, as these benefits are perhaps monetized through salary adjustments. To the extent that this may be true, it has the effect of increasing pay rates with no real benefit to the employee concerned.

Hours of Work

Standard hours of work per week in hospitals have declined in recent years. For example, the survey of 1961 found that 95.5 per cent of nurses worked a regular 40 hour week while 4.5 per cent worked in excess of 40 hours, or, in other words, all nurses worked 40 hours or more per week. The survey of 1970 showed that 60.7 per cent of nurses worked 40 hours per week, none worked more than 40 hours, but 39.3 per cent worked less than 40 hours.

There is a tendency in industry generally for working hours to decrease with the passage of time and it is expected that this trend will continue. One United States company, for example, recently introduced a four day work week. Hospital employees likewise may be expected to seek shorter working hours in the future. This tendency will increase the total hospital wage bill even though wage rates remain unchanged as more personnel will be required to provide the same number of working hours.

* The illustrations in this and the following section are derived from appropriate Pay Research Bureau Surveys.

TABLE 1: INDEX OF AVERAGE MONTHLY SALARY RATES (a) OF SELECTED PERSONNEL (b) IN SURVEYED HOSPITALS (c), CANADA, AS AT OCTOBER 1, 1962, 1966 AND 1969

Occupation	Average Salary (d)			Salary Index (1962 equals 100)		Annual Increase in Index Points	
	1962	1966	1969	1966	1969	Average 1962-1966	Average 1966-1969
Staff nurse, R.N.	\$ 312	\$ 389	\$ 494	124.7	158.3	6.2	11.2
Nursing auxiliary, certified	216	276	354	127.8	163.9	7.0	12.0
Nursing auxiliary, uncertified	178	232	288	130.3	161.8	7.6	10.5
Psychiatric attendant, male	289	361	447	124.9	154.7	6.2	9.9
Psychiatric aide, female	245	321	421	131.0	171.8	7.8	13.6
X-ray technician, male	341	394	491	115.5	144.0	3.9	9.5
X-ray technician, female	292	365	456	125.0	156.1	6.3	10.4
Cook, male	281	360	431	128.1	153.4	7.0	8.4
Cook, female	200	272	353	136.0	176.5	9.0	13.5
Laundry operator, heavy, male	245	303	370	123.7	151.0	5.9	9.1
Laundry operator, light, female	171	227	289	132.7	169.0	8.2	12.1
Hospital maid	165	219	280	132.7	169.7	8.2	12.3

See footnotes on following page.

SOURCES: Canada Department of Labour, Monthly Salary Rates in Hospitals, October 1962; Wage Rates, Salaries and Hours of Labour, appropriate years.

Footnotes to Table 1

- (a) Rates are those paid on October 1 of year stated or in the nearest preceeding pay period, and are applicable to qualified full-time personnel only. Overtime, shift premiums and the monetary value of fringe benefits and board and lodging are excluded.
- (b) Personnel in supervisory positions are excluded.
- (c) Hospitals are defined as establishments (both public and private) operated for the regular accommodation of in-patients to provide medical, surgical or obstetrical care and recognized as a hospital or nursing home by an agency of the Federal Government or the government of a province. Mental hospitals and tuberculosis sanatoria are therefore included. The table includes hospitals with 25 or more beds in 1962, and with 20 or more employees in other years, but this minor difference is unlikely to influence the comparability of the data as most non-responding hospitals were smaller institutions. The surveys sought universal coverage of hospitals which fulfilled the criteria. The response rate has been in the region of 90 per cent in terms of institutions and in excess of 90 per cent in terms of surveyed personnel.
- (d) Average salary is the weighted average of salary rates actually paid i.e., the salary rates in an occupation are multiplied by the number of employees receiving each rate and the total product is divided by the total number of employees in the occupation.

TABLE 2: AVERAGE ANNUAL SALARIES^(a) OF GRADUATE NURSES WITHOUT ADDITIONAL QUALIFICATIONS BY EMPLOYMENT CATEGORY, PUBLIC GENERAL HOSPITALS, CANADA, AS AT MAY 31, 1967 AND 1968

Employment Category	Average Salary ^(b)		
	1967	1968	Per Cent Increase
	\$	\$	%
Nursing director	6,745	7,545	11.9
Associate or assistant nursing director	6,604	7,530	14.0
Nursing supervisor	6,333	7,105	12.2
Head nurse	5,996	6,688	11.5
Assistant head nurse	5,525	6,089	10.2
Teacher	5,569	6,087	9.3
General duty registered	4,996	5,521	10.5
General duty not registered	4,423	4,997	13.0

(a) Rates are those in effect as at May 31 of year stated and are applicable to full-time personnel only. Shift differentials are excluded.

(b) Average salary is obtained by dividing total salaries for each group by the number of nurses comprising the group.

SOURCE: D.B.S. 83-218, Annual Salaries of Hospital Nursing Personnel 1968, page 13.

TABLE 3 : ANNUAL SALARY RATES FOR HOSPITAL CHIEF EXECUTIVE OFFICERS,
CANADA BY REGION, AS AT MARCH 1966, 1968 AND 1970

Province and Year	Salary Rates by Hospital Bed Capacity					
	Under 50 Beds	50-99 Beds	100-199 Beds	200-299 Beds	300-499 Beds	500 plus Beds
Atlantic Provinces - 1966 1968 1970	\$ 5,300 6,350 7,500	\$ 6,550 8,300 9,600	\$ 7,300 9,400 10,800	\$ 9,600 12,700 19,500	\$ 15,500 20,350 -	\$ - 19,750
	7,600 8,850 9,250	7,550 10,750 11,600	8,650 12,000 14,500	11,600 16,700 17,300	12,150 16,050 18,600	16,000 23,450 26,200
	- 1966 1968 1970	- 1966 1968 1970	- 1966 1968 1970	- 1966 1968 1970	- 1966 1968 1970	- 1966 1968 1970
Quebec	7,050 8,950 10,550	8,200 10,000 12,250	10,700 12,300 15,600	12,250 15,600 18,400	14,500 18,500 21,630	18,800 22,350 28,200
	5,750 6,750 7,850	7,400 8,400 10,000	9,000 12,100 13,400	11,500 14,600 14,600	15,000 17,300 20,550	19,400 25,650 28,700
	- 1966 1968 1970	- 1966 1968 1970	- 1966 1968 1970	- 1966 1968 1970	- 1966 1968 1970	- 1966 1968 1970
Prairie Provinces	7,050 8,600 10,250	8,600 11,600 13,000	11,300 12,200 15,100	12,600 15,750 17,900	16,800 21,250 21,700	18,650 27,000 26,500
	6,550 7,250 8,550	7,650 9,400 11,200	9,400 11,750 14,300	11,500 15,250 17,300	14,800 17,800 20,700	18,200 23,250 27,500
	- 1966 1968 1970	- 1966 1968 1970	- 1966 1968 1970	- 1966 1968 1970	- 1966 1968 1970	- 1966 1968 1970
British Columbia	11 17	23 19	25 20	33 13	23 16	25 18
	Per Cent Increase 1966-1968	Per Cent Increase 1966-1968	Per Cent Increase 1966-1968	Per Cent Increase 1966-1968	Per Cent Increase 1966-1968	Per Cent Increase 1966-1968
	Per Cent Increase 1968-1970	Per Cent Increase 1968-1970	Per Cent Increase 1968-1970	Per Cent Increase 1968-1970	Per Cent Increase 1968-1970	Per Cent Increase 1968-1970

SOURCE: "Hospital Administration in Canada", Vol. 12, No.7, July 1970, pp. 34-35.

TABLE 4 : ANNUAL SALARY RATES FOR HOSPITAL ASSISTANT ADMINISTRATORS,
CANADA BY REGION, AS AT MARCH 1966, 1968 AND 1970

Province and Year	Salary Rates by Hospital Bed Capacity					
	Under 50 Beds	50-99 Beds	100-199 Beds	200-299 Beds	300-499 Beds	500 plus Beds
Atlantic Provinces - 1966	\$ -	-	\$ 6,350	\$ 6,800	\$ 9,000	\$ -
1968	5,500	-	7,850	8,800	11,000	15,000
1970	5,500	7,500	8,750	13,000	13,500	-
Quebec - 1966	7,000	7,650	8,300	10,700	9,850	12,400
1968	-	-	13,500	12,650	12,750	15,150
1970	6,550	-	11,150	14,650	16,500	16,200
Ontario - 1966	5,500	6,000	8,450	8,200	9,400	12,600
1968	7,000	9,150	9,300	10,400	12,150	15,700
1970	9,250	9,500	10,850	12,450	12,850	14,050
Prairie Provinces - 1966	5,250	5,600	7,050	8,250	12,300	12,750
1968	5,900	7,150	8,700	10,400	13,800	17,800
1970	6,200	8,200	10,700	11,100	14,200	19,300
British Columbia - 1966	5,500	5,550	7,600	9,000	10,000	13,600
1968	7,500	8,800	9,700	11,100	16,500	16,500
1970	7,500	9,500	11,900	12,500	14,800	19,500
Canada Total - 1966	5,800	6,200	7,550	8,600	10,100	12,850
1968	6,300	8,000	9,200	10,350	12,600	16,000
1970	7,000	8,650	10,750	12,450	13,600	16,400
Per Cent Increase 1966-1968	9	29	22	20	25	25
Per Cent Increase 1968-1970	11	8	17	20	7	3

SOURCE: "Hospital Administration in Canada", Vol. 12, No.7, July 1970, pp. 34-35.

TABLE 5 : ANNUAL SALARY RATES FOR HOSPITAL CHIEF FINANCIAL OFFICERS,
CANADA BY REGION, AS AT MARCH 1966, 1968 AND 1970

Province and Year	Salary Rates by Hospital Bed Capacity					
	Under 50 Beds	50-99 Beds	100-199 Beds	200-299 Beds	300-499 Beds	500 plus Beds
Atlantic Provinces - 1966	\$ 4,000	\$ 4,850	\$ 7,150	\$ 6,050	\$ 7,200	\$ -
1968	4,500	5,700	6,850	7,550	8,150	11,250
1970	6,000	6,700	7,900	8,500	11,000	-
Quebec - 1966	5,400	5,750	7,600	10,800	9,450	16,600
1968	6,500	5,000	7,450	10,750	10,500	15,750
1970	8,000	8,000	8,100	10,700	12,100	15,500
Ontario - 1966	5,200	5,900	7,350	7,800	7,650	10,450
1968	6,700	6,550	8,150	8,850	10,250	12,300
1970	7,350	8,000	9,200	11,600	12,450	15,200
Prairie Provinces - 1966	4,500	5,000	6,300	7,500	8,250	11,100
1968	4,900	5,650	7,350	8,550	7,850	13,500
1970	5,800	6,700	9,100	10,000	10,800	14,800
British Columbia - 1966	4,500	6,350	6,900	6,250	9,000	12,150
1968	5,150	7,100	7,650	9,000	11,250	16,500
1970	9,500	8,250	10,200	11,000	12,800	19,500
Canada Total - 1966	4,700	5,550	7,050	7,700	8,300	12,550
1968	5,500	6,300	7,600	9,000	9,950	13,200
1970	7,000	7,450	8,850	10,800	12,050	14,550
Per Cent Increase 1966-1968	16	14	8	17	20	5
Per Cent Increase 1968-1970	27	18	16	20	21	10

SOURCE: "Hospital Administration in Canada", Vol. 12, No.7, July 1970, pp. 34-35.

TABLE 6 : ANNUAL SALARY RATES FOR HOSPITAL PERSONNEL DIRECTORS,
CANADA BY REGION, AS AT MARCH 1966, 1968 AND 1970

Province and Year	Salary Rates by Hospital Bed Capacity					
	Under 50 Beds	50-99 Beds	100-199 Beds	200-299 Beds	300-499 Beds	500 plus Beds
Atlantic Provinces - 1966	\$	\$	\$	\$	\$	\$
1968	(Not Reported)	(Not Reported)	(Not Reported)	5,050	7,150	-
1970	"	"	"	5,250	7,000	7,250
Quebec - 1966	"	"	"	7,500	11,000	-
1968	"	"	"	7,300	7,400	8,800
1970	"	"	"	8,450	9,100	9,600
Ontario - 1966	"	"	"	10,000	11,000	12,450
1968	"	"	"	5,800	6,550	7,850
1970	"	"	"	7,850	8,100	10,300
Prairie Provinces - 1966	"	"	"	9,350	10,250	11,700
1968	"	"	"	6,300	7,100	8,600
1970	"	"	"	6,600	8,400	10,900
British Columbia - 1966	"	"	"	8,200	9,200	12,850
1968	"	"	"	6,400	7,000	10,800
1970	"	"	"	7,200	7,000	12,750
Canada Total - 1966	"	"	"	9,000	9,500	11,250
1968	"	"	"	6,150	7,050	9,000
1970	"	"	"	7,500	8,250	10,300
Per Cent Increase 1966-1968	"	"	"	9,200	10,100	12,120
Per Cent Increase 1968-1970	"	"	"	21	17	14
	"	"	"	22	22	18

SOURCE: "Hospital Administration in Canada", Vol. 12, No.7, July 1970, pp. 34-35.

TABLE 7 : ANNUAL SALARY RATES FOR HOSPITAL PURCHASING AGENTS,
CANADA BY REGION, AS AT MARCH 1966, 1968 AND 1970

Province and Year	Salary Rates by Hospital Bed Capacity					
	Under 50 Beds	50-99 Beds	100-199 Beds	200-299 Beds	300-499 Beds	500 plus Beds
Atlantic Provinces - 1966	\$ 3,500	\$ 3,500	\$ 4,650	\$ 5,050	\$ 6,400	\$ -
1968	4,500	5,850	5,000	5,400	6,850	9,000
1970	5,500	5,500	6,150	6,750	6,500	-
Quebec - 1966	-	4,000	5,200	5,950	6,350	8,000
1968	-	6,500	6,050	7,200	7,300	7,750
1970	6,000	6,250	6,500	7,100	7,600	8,900
Ontario - 1966	5,400	5,050	5,500	5,350	6,750	7,850
1968	6,500	5,400	6,800	7,400	7,450	8,700
1970	6,250	7,000	7,750	8,550	8,950	10,000
Prairie Provinces - 1966	4,500	5,100	5,550	5,600	6,000	8,000
1968	4,500	5,150	5,600	6,400	7,900	9,650
1970	5,600	5,800	7,000	8,200	7,650	11,300
British Columbia - 1966	-	4,500	5,750	7,000	7,000	9,000
1968	5,500	6,000	7,000	7,350	8,250	10,000
1970	7,500	6,750	8,000	9,000	10,600	11,000
Canada Total - 1966	4,450	4,450	5,350	5,800	6,500	8,200
1968	4,950	5,450	6,250	6,850	7,450	9,250
1970	6,000	6,400	7,200	8,100	8,450	10,100
Per Cent Increase 1966-1968	11	22	17	18	15	13
Per Cent Increase 1968-1970	21	17	15	18	13	9

SOURCE: "Hospital Administration in Canada", Vol. 12, No.7, July 1970, pp. 34-35.

TABLE 8 : ANNUAL SALARY RATES FOR HOSPITAL PLANT SUPERINTENDENTS,
CANADA BY REGION, AS AT MARCH 1966, 1968 AND 1970

Province and Year	Salary Rates by Hospital Bed Capacity					
	Under 50 Beds	50-99 Beds	100-199 Beds	200-299 Beds	300-499 Beds	500 plus Beds
Atlantic Provinces - 1966	\$ 3,500	\$ 3,800	\$ 4,500	\$ 4,950	\$ 7,000	\$ -
1968	4,700	5,000	5,800	6,100	6,500	9,000
1970	5,500	5,900	6,700	7,100	8,250	-
Quebec - 1966	4,800	5,050	5,600	6,050	6,350	8,050
1968	4,500	6,750	6,950	7,600	8,100	10,000
1970	5,850	7,100	7,500	8,650	8,700	9,000
Ontario - 1966	4,150	5,100	6,050	6,500	6,200	7,150
1968	5,200	6,450	7,750	8,600	9,350	10,800
1970	6,850	7,500	8,600	9,600	10,900	12,900
Prairie Provinces - 1966	3,850	4,750	5,850	7,000	8,100	9,150
1968	4,650	5,750	6,650	8,050	8,850	11,950
1970	5,600	6,850	7,900	10,800	11,400	14,000
British Columbia - 1966	4,300	5,750	6,500	6,750	7,050	11,000
1968	5,700	7,000	7,800	8,200	10,000	15,000
1970	6,500	8,900	9,800	11,000	12,800	13,750
Canada Total - 1966	4,100	4,900	5,700	6,250	6,950	8,850
1968	5,700	7,500	7,100	7,950	8,800	11,100
1970	5,950	7,100	7,900	9,350	10,600	12,600
Per Cent Increase 1966-1968	39	53	25	27	27	25
Per Cent Increase 1968-1970	5	- 5	11	17	20	13

SOURCE: "Hospital Administration in Canada", Vol. 12, No.7, July 1970, pp. 34-35.

TABLE 9 : ANNUAL SALARY RATES FOR HOSPITAL LAUNDRY MANAGERS,
CANADA BY REGION, AS AT MARCH 1966, 1968 AND 1970

Province and Year	Salary Rates by Hospital Bed Capacity					
	Under 50 Beds	50-99 Beds	100-199 Beds	200-299 Beds	300-499 Beds	500 plus Beds
Atlantic Provinces - 1966	\$ 3,500	\$ 3,500	\$ 3,600	\$ 4,050	\$ 4,500	\$ -
1968	4,500	4,500	4,750	4,800	6,000	5,500
1970	5,500	5,500	5,600	5,950	6,500	-
Quebec - 1966	3,550	4,050	4,200	5,200	5,600	5,650
1968	4,500	4,500	4,650	5,700	5,750	6,500
1970	5,650	5,850	6,000	6,650	7,150	7,700
Ontario - 1966	3,500	3,800	4,450	4,650	5,800	6,150
1968	4,600	4,700	5,300	6,250	6,950	7,600
1970	5,500	5,550	6,400	6,850	8,250	9,250
Prairie Provinces - 1966	3,750	3,600	4,150	5,600	6,600	7,500
1968	4,500	4,550	4,850	5,500	6,150	8,650
1970	5,500	5,650	5,850	7,200	6,700	9,500
British Columbia - 1966	3,800	4,400	4,950	5,800	7,000	7,150
1968	4,500	5,900	5,650	6,850	9,000	9,000
1970	5,850	6,150	7,300	8,000	9,200	9,500
Canada Total - 1966	3,600	3,850	4,250	5,050	5,900	6,600
1968	4,700	5,400	5,100	5,800	6,600	7,450
1970	5,550	5,650	6,150	6,750	7,750	9,100
Per Cent Increase 1966-1968	31	40	20	15	12	17
Per Cent Increase 1968-1970	18	5	20	16	17	22

SOURCE: "Hospital Administration in Canada", Vol. 12, No.7, July 1970, pp. 34-35.

TABLE 10: ANNUAL SALARY RATES FOR HOSPITAL CHIEF PHARMACISTS,
CANADA BY REGION, AS AT MARCH 1966, 1968 AND 1970

Province and Year	Salary Rates by Hospital Bed Capacity					
	Under 50 Beds	50-99 Beds	100-199 Beds	200-299 Beds	300-499 Beds	500 plus Beds
Atlantic Provinces - 1966	\$ -	3,500	6,250	6,050	\$ 6,250	\$ -
1968	-	7,500	7,550	7,450	9,000	9,000
1970	7,500	6,800	7,700	8,250	11,000	-
Quebec - 1966	-	5,300	6,150	9,550	8,000	9,450
1968	-	8,750	9,200	9,700	11,100	11,150
1970	6,000	9,150	10,250	11,400	13,300	12,300
Ontario - 1966	3,500	5,450	7,100	7,800	8,150	8,550
1968	7,500	8,350	8,350	9,300	9,850	10,550
1970	7,900	8,700	9,400	11,750	12,700	12,300
Prairie Provinces - 1966	4,200	6,550	6,650	7,000	7,650	9,350
1968	-	8,300	8,000	8,850	8,750	11,600
1970	6,500	8,300	8,450	10,100	10,850	12,300
British Columbia - 1966	4,500	4,750	7,000	6,550	7,000	9,050
1968	-	7,500	7,200	9,000	10,000	11,150
1970	-	9,100	9,500	10,000	11,600	12,000
Canada Total - 1966	4,050	5,100	6,650	7,400	7,400	9,100
1968	7,500	8,200	8,150	9,600	10,200	10,750
1970	7,000	8,300	9,250	10,950	11,750	11,850
Per Cent Increase 1966-1968	85	60	23	22	39	18
Per Cent Increase 1968-1970	- 6	1	14	21	15	10

SOURCE: "Hospital Administration in Canada", Vol. 12, No.7, July 1970, pp. 34-35.

TABLE 11: INDEX OF SALARY RATES FOR HOSPITAL NON-SUPERVISORY, SUPERVISORY AND MANAGEMENT PERSONNEL, CANADA, 1969 OR 1970 AND AVERAGE ANNUAL INCREASE SINCE 1966.

Occupation	Average Monthly Salary		Salary Index 1969 1966 = 100	Average Annual Increase in Index Points 1966-1969
	1966	1969		
(a) <u>Non-Supervisory Personnel</u>	\$	\$		
Staff nurse, R.N.	389	494	127.0	9.0
Nursing auxiliary, certified	276	354	128.3	9.4
Nursing auxiliary, uncertified	232	288	124.1	8.0
Psychiatric attendant, male	361	447	123.8	7.9
Psychiatric aide, female	321	421	131.2	10.4
X-ray technician, male	394	491	124.6	8.2
X-ray technician, female	365	456	124.9	8.3
Cook, male	360	431	119.7	6.6
Cook, female	272	353	129.8	9.9
Laundry operator, heavy, male	303	370	122.1	7.4
Laundry operator, light, female	227	289	127.3	9.1
Hospital maid	219	280	127.9	9.3

Occupation	Average Annual Salary*		Salary Index 1970 1966 = 100	Average Annual Increase in Index Points 1966-1970
	1966	1970		
(b) <u>Supervisory and Management Personnel</u>	\$	\$		
Chief executive officer	9,276	13,321	143.6	10.9
Assistant administrator	8,528	11,604	136.1	9.0
Chief financial officer	6,925	9,199	132.8	8.2
Personnel director	7,191	10,259	142.7	10.7
Purchasing agent	5,884	7,866	133.7	8.4
Plant superintendent	5,921	8,604	145.3	11.3
Laundry manager	4,462	6,385	143.1	10.8
Chief pharmacist	7,043	10,217	145.1	11.3

* Calculated by 1970 survey weights.

SOURCES: Tables 1 and 3-10.

TABLE 12: AVERAGE MONTHLY SALARY RATES^(a) OF SELECTED PERSONNEL^(b) BY EMPLOYMENT CATEGORY IN SURVEYED HOSPITALS^(c) BY TYPE, CANADA, AS AT OCTOBER 1, 1962

Employment Category	Average Salary ^(d)		
	All Hospitals	General Hospitals	Hospitals Other Than General
	\$	\$	\$
Nurse, staff, female	312	312	313
Nursing auxiliary, certified, female	216	215	219
Nursing auxiliary, uncertified, female	178	177	179
Orderly, male	249	255	234
Psychiatric attendant, male	289	269	290
Psychiatric aide, female	245	232	246
X-ray technician, male	341	342	341
X-ray technician, female	292	291	304
Cook, male	281	280	282
Cook, female	200	201	199
Laundry operator, heavy, male	245	243	251
Laundry operator, light, female	171	170	176
Maid	165	165	166

For footnotes see Table 1.

SOURCE: Canada Department of Labour, Monthly Salary Rates in Hospitals, October 1962, pp 8-10.

TABLE 13: AVERAGE ANNUAL SALARIES^(a) OF GRADUATE NURSES BY EMPLOYMENT CATEGORY AND TYPE OF HOSPITAL, CANADA, AS AT MAY 31, 1968

Employment Category	Average Salary ^(b) by Type of Hospital				
	General	Chronic-Convalescent	Mental	Tuberculosis	Other
	\$	\$	\$	\$	\$
General duty registered	5,521	5,603	5,821	5,450	5,525
Head nurse	6,688	6,467	6,784	6,344	6,686
Assistant head nurse	6,089	5,834	5,924	5,789	6,331
Nursing supervisor	7,105	6,812	7,167	7,007	6,900
Associate or assistant nursing director	7,530	7,374	7,945	6,704	n/a
Nursing director	7,545	7,805	8,425	7,767	6,708

(a) Rates are those in effect as at May 31 of year stated and are applicable to full-time personnel only. Shift differentials are excluded.

(b) Average salary is obtained by dividing total salaries for each group by the number of nurses comprising the group.

SOURCE: D.B.S. 83-218, Annual Salaries of Hospital Nursing Personnel, 1968, pp. 21 et. seq.

TABLE 14: AVERAGE MONTHLY SALARY RATES^(a) OF STAFF NURSES^(b) IN SURVEYED HOSPITALS^(c), BY PROVINCE, AS AT OCTOBER 1, 1962 AND 1969.

Province	Average Salary(d)		Percentage Increase 1962 - 69	Rank	
	1962	1969		1962	1969
	\$	\$			
Newfoundland	244	437	79.1	9	10
Prince Edward Island	242	441	82.2	10	9
Nova Scotia	277	457	65.0	8	7
New Brunswick	288	464	61.1	7	6
Québec	310	452	45.8	5	8
Ontario	317	514	62.1	2	2
Manitoba	307	485	58.0	6	4
Saskatchewan	314	485	54.5	3	4
Alberta	311	503	61.7	4	3
British Columbia	333	563	69.1	1	1
CANADA	312	494	58.3		
Atlantic Provinces	274	455	66.1		
Atlantic Provinces rate as percentage of Canada rate	87.8%	92.1%			

For footnotes see Table 1.

SOURCES: Canada Department of Labour, Monthly Salary Rates in Hospitals, October, 1962, pp. 14 et. seq.
Wage Rates, Salaries and Hours of Labour, 1969, Table 84.

TABLE 15: PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES^(a) OF SELECTED PERSONNEL^(b)
IN SURVEYED HOSPITALS^(c) BY PROVINCE, 1969 COMPARED TO 1962

Province	Percentage Increase in Average Salary ^(d) , 1962 - 69		
	All Selected Personnel	Staff Nurses	Selected Personnel Excluding Staff Nurses
Newfoundland	69.8	79.1	64.2
Prince Edward Island	85.0	82.2	87.5
Nova Scotia	69.1	65.0	72.7
New Brunswick	55.1	61.1	51.4
Quebec	57.3	45.8	64.3
Ontario	66.7	62.1	69.2
Manitoba	57.4	58.0	57.2
Saskatchewan	50.3	54.5	45.4
Alberta	63.4	61.7	64.5
British Columbia	69.6	69.1	70.0
CANADA	63.0	58.3	65.4

For footnotes see Table 1

SOURCE: Derived from Canada Department of Labour, Monthly Salary Rates in Hospitals, October 1962, and Wage Rates, Salaries and Hours of Labour, 1969, using 1962 weightings.

TABLE 16: AVERAGE MONTHLY SALARY RATES^(a) OF FEMALE STAFF NURSES^(b) IN SURVEYED HOSPITALS^(c), BY PROVINCE AND SIZE OF HOSPITAL, AS AT OCTOBER 1, 1962

Province	Average Salary ^(d) by Size of Hospital		
	25 - 99 beds	100 - 499 beds	500 beds and over
	\$	\$	\$
Newfoundland	264	236	---
Prince Edward Island	245	241	---
Nova Scotia	275	280	267
New Brunswick	276	293	279
Quebec	319	308	310
Ontario	313	312	326
Manitoba	321	303	303
Saskatchewan	323	313	311
Alberta	317	317	300
British Columbia	335	335	328
CANADA	312	309	316

For footnotes see Table 1

SOURCE: Canada Department of Labour, Monthly Salary Rates in Hospitals, October 1962, pp. 8 et. seq.

TABLE 17: AVERAGE ANNUAL SALARIES^(a) FOR GENERAL DUTY
REGISTERED NURSES IN PUBLIC GENERAL HOSPITALS,
CANADA, AS AT MAY 31, 1968

Size of Hospital	Average Salaries ^(b)	
	Mean	Median
	\$	\$
1 - 9 beds	5,246	5,250
10 - 24	5,526	5,460
25 - 49	5,650	5,580
50 - 99	5,511	5,520
100 -199	5,472	5,460
200--299	5,429	5,340
300 - 499	5,599	5,556
500 - 999	5,494	5,512
1,000 plus	5,563	5,556

(a) Rates are those in effect as at May 31 of year stated and are applicable to full-time personnel only. Shift differentials are excluded.

(b) Average salary is obtained by dividing total salaries for each group by the number of nurses comprising the group.

SOURCE: D.B.S. 83-218, Annual Salaries of Hospital Nursing Personnel 1968, Table 2, p. 21.

TABLE 18: INDEX NUMBERS OF AVERAGE WAGE AND SALARY
RATES BY INDUSTRY, 1969

	1962 = 100	1966 = 100
<u>Industry</u>		
Logging	173.1	128.2
Mining	140.6	119.2
Manufacturing	147.2	124.3
Construction (Buildings and Structures only)	159.0	128.7
Transportation, Communication and Other Utilities	150.2	126.7
Trade	150.0	125.3
Service	151.1	122.7
Local Government (Municipal Government only)	158.2	131.1
All Industries	150.4	125.1
<u>Service Industry by Type</u>		
Hospital	163.0	125.9
Laundries, Cleaners and Pressers	155.2	122.6
Hotels - 200 or more employees	143.7	122.5
Hotels - Less than 200 employees	151.1	124.1
Hotels - Railway	132.4	117.6
Restaurants	158.8	123.7

SOURCE: Derived from Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969, Table A, and Monthly Salary Rates in Hospitals.

TABLE 19

MONTHLY SALARY ON WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - COOK

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.E.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Small hotels	Chef	577	-	-	-	557	573	-	600	-	572	497	564	555
Large hotels	Chef	464	-	-	-	-	423	-	525	532	-	-	-	504
Railway hotels	Chef	437	-	-	-	-	-	-	-	-	-	-	-	-
<u>HOSPITALS</u>	<u>Cook Male</u>	<u>431</u>	<u>351</u>	-	<u>355</u>	<u>375</u>	<u>408</u>	<u>409</u>	<u>455</u>	<u>463</u>	<u>443</u>	<u>409</u>	<u>456</u>	<u>497</u>
Large hotels	Sauce cook	418	-	-	-	-	380	-	456	458	-	-	-	-
Large hotels	Pastry cook	407	-	-	-	-	365	-	445	455	-	-	-	-
Large hotels	Roast and broiler cook	398	-	-	-	-	355	-	417	425	-	-	-	-
Large hotels	Fry cook	395	-	-	-	-	384	-	390	401	-	-	-	-
Railway hotels	Sauce cook	382	-	-	-	-	-	-	-	-	-	-	-	-
Small hotels	General cook	379	-	-	330	315	444	-	373	-	336	329	357	382
Railway hotels	Fry cook	377	-	-	-	-	-	-	-	-	-	-	-	-
Railway hotels	Roast and broiler cook	371	-	-	-	-	-	-	-	-	-	-	-	-
Large hotels	Cold meat cook	365	-	-	-	-	354	-	372	372	-	-	-	-
Railway hotels	Pastry cook	363	-	-	-	-	-	-	-	-	-	-	-	-
Railway hotels	Cold meat cook	363	-	-	-	-	-	-	-	-	-	-	-	-
Large hotels	Vegetable cook	358	-	-	-	-	321	-	372	372	-	-	-	-
<u>HOSPITALS</u>	<u>Cook female</u>	<u>352</u>	<u>225</u>	<u>316</u>	<u>297</u>	<u>284</u>	<u>333</u>	<u>342</u>	<u>364</u>	<u>388</u>	<u>357</u>	<u>319</u>	<u>363</u>	<u>430</u>

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TABLE 19 (Concluded)

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - COOK

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	(nt.	Toronto	Man.	Sask.	Alta.	B.C.
Restaurants	Male chef	n.a.	*364	-	*472	-	*576	546	*628	572	*494	*511	*546	*598
"	Male general cook	n.a.	*316	-	*386	-	*399	416	*468	403	*386	*455	*446	*425
"	Male short order cook	n.a.	-	-	*321	-	*321	377	*355	386	*286	-	*347	*312
"	Female short order cook	n.a.	*221	-	*282	-	-	251	*299	290	*264	-	*290	*269

* These rates are not provincial averages, and they are therefore not strictly comparable to other data in this table. They represent average rates prevailing in one city of the province. The city with the highest rate was selected in each case (excluding Montreal and Toronto which are shown separately). Provincial average rates are not available but they would probably be ten to fifteen per cent lower than the rates shown.

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

TABLE 20

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - ASSISTANT COOK (MALE)

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
<u>HOSPITALS</u>		<u>352</u>	-	-	<u>283</u>	<u>317</u>	<u>335</u>	<u>340</u>	<u>385</u>	<u>400</u>	<u>299</u>	<u>346</u>	<u>340</u>	<u>472</u>
"	Assistant cook (female)	<u>296</u>	<u>206</u>	<u>242</u>	<u>256</u>	<u>258</u>	<u>281</u>	<u>281</u>	<u>323</u>	<u>328</u>	<u>286</u>	<u>270</u>	<u>301</u>	<u>362</u>
Large hotels		295	-	-	-	-	282	-	307	313	-	-	-	360
Small hotels		285	-	-	-	-	292	-	289	-	260	-	264	289

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

TABLE 21

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - LAUNDRY OPERATOR, HEAVY DUTIES (Male)

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
<u>HOSPITALS</u>		<u>370</u>	<u>307</u>	<u>291</u>	<u>296</u>	<u>298</u>	<u>348</u>	<u>351</u>	<u>388</u>	<u>400</u>	<u>380</u>	<u>357</u>	<u>388</u>	<u>502</u>
Large hotels		338	-	-	-	-	313	-	369	-	-	-	-	401
" "	Washman	332	-	-	244	316	271	277	342	373	313	-	329	459
Cleaners, laundries, pressers	Extractor man	303	-	-	226	-	249	254	332	337	-	-	306	433
Railway hotels		295	-	-	-	-	-	-	-	-	-	-	-	-
Small hotels		272	-	-	-	263	273	-	259	-	-	-	317	279

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SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

TABLE 22

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - LAUNDRY OPERATOR, LIGHT DUTIES (FEMALE)

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
<u>HOSPITALS</u>		<u>289</u>	<u>155</u>	<u>223</u>	<u>233</u>	<u>220</u>	<u>278</u>	<u>280</u>	<u>309</u>	<u>319</u>	<u>265</u>	<u>279</u>	<u>307</u>	<u>339</u>
Large hotels		284	-	-	-	-	257	-	278	289	-	-	-	340
Railway hotels		251	-	-	-	-	-	-	-	-	-	-	-	-
" "	Checker-in and out (female)	244	168	-	193	190	215	227	247	256	230	256	255	345
Small hotels		241	-	-	-	224	226	-	240	-	-	232	253	279
" "	Presser machine (female)	239	-	-	173	185	203	213	249	261	237	-	242	338
" "	Sorter (female)	235	-	-	181	190	194	201	253	257	233	-	244	324
Laundries and cleaners and pressers	Flatwork ironer (female)	225	-	-	169	184	187	191	229	228	235	-	234	329

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

TABLE 23

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - MAID

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
<u>HOSPITALS</u>														
Large hotels	Chambermaid	280	165	204	229	219	273	279	303	302	257	268	290	320
railway hotels	Chambermaid	265	-	-	-	-	253	-	261	272	-	-	-	334
Small hotels	Chambermaid	252	-	-	-	-	-	-	-	-	-	-	-	-
	Chambermaid	243	-	-	208	195	228	-	240	-	235	214	248	272
														37

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

TABLE 24

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - SEAMSTRESS

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
<u>HOSPITALS</u>		<u>295</u>	<u>199</u>	<u>234</u>	<u>256</u>	<u>229</u>	<u>291</u>	<u>293</u>	<u>320</u>	<u>321</u>	<u>259</u>	<u>296</u>	<u>316</u>	<u>359</u>
Large hotels		294	-	-	-	-	273	-	287	315	-	-	-	340
Railway hotels		263	-	-	-	-	-	-	-	-	-	-	-	-
Cleaners and laundries and pressers		254	-	-	200	-	224	232	266	278	252	246	280	331
Women's clothing	Sewing machine operator, female	254	-	-	-	-	-	272	-	269	-	-	-	-
Men's clothing	"	252	-	-	-	-	247	272	254	264	224	-	249	260
Children's clothing	"	245	-	-	-	-	236	244	246	249	-	-	-	-
Hosiery and other knitted goods	"	245	-	-	-	-	251	-	241	-	-	-	-	-
Small hotels		244	-	-	-	-	244	-	236	-	-	-	-	-

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

TABLE 25

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - MAINTENANCE CARPENTER

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.E.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Motor vehicles		713	-	-	-	-	-	-	736	-	-	-	-	-
Pulp and paper		670	689	-	599	628	593	-	684	-	-	-	-	750
Tobacco products		667	-	-	-	-	631	642	706	-	-	-	-	-
Breweries		660	-	-	-	-	-	-	677	-	-	-	-	-
Iron mines		642	653	-	-	-	614	-	624	-	-	-	-	-
Petroleum refining and products		625	-	-	-	-	628	637	705	-	-	-	672	658
Industrial chemicals		620	-	-	-	-	543	-	629	-	-	-	641	672
Agricultural imple- ments		613	-	-	-	-	-	-	631	-	-	-	-	-
Smelting and refining		601	-	-	-	-	533	-	608	-	-	-	-	-
Iron and steel mill		589	-	-	-	-	484	-	619	-	-	-	-	-
Veneer and plywood mill		579	-	-	-	-	352	-	459	-	-	-	-	684
Slaughtering and meat processing		579	-	-	-	-	507	540	602	627	-	-	599	-
Aircraft and parts		560	-	-	-	-	497	504	645	670	487	-	-	-
Metal mining		550	407	-	-	461	457	-	593	-	618	-	-	639
Small electrical appliances		548	-	-	-	-	-	-	569	-	-	-	-	-

TABLE 25 (Continued)

MONTHLY SALARY ON WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - MAINTENANCE CARPENTER

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Shipbuilding and repair	Joiner	540	-	-	494	507	513	-	529	-	-	-	-	686
Pharmaceuticals, medicines and toilet preparations		533	-	-	-	-	480	486	588	632	-	-	-	-
Electrical industrial equipment		528	-	-	-	-	-	-	555	541	-	-	-	-
Rubber industries		523	-	-	-	-	410	-	603	610	-	-	-	-
Structural ornamental and architectural metal		501	-	-	-	-	441	-	528	515	-	-	-	-
Miscellaneous M & E		501	-	-	-	-	459	471	531	549	-	-	-	-
<u>HOSPITALS</u>		<u>494</u>	<u>417</u>	<u>376</u>	<u>446</u>	<u>410</u>	<u>454</u>	<u>465</u>	<u>519</u>	<u>508</u>	<u>501</u>	<u>495</u>	<u>582</u>	<u>653</u>
Iron foundries		486	-	-	-	-	375	-	545	-	-	-	-	-
Confectionery		481	-	-	-	-	467	-	512	525	-	-	-	-
Bakeries		457	-	-	-	-	409	-	497	-	-	-	-	-
Metal stamping, press- ing and coating		455	-	-	-	-	430	439	536	558	-	-	-	-
Sash, door and floor- ing mill	Bench carpenter	445	-	-	333	-	339	321	443	484	496	492	469	636
Leather tanneries		440	-	-	-	-	-	-	452	-	-	-	-	-
Railway hotels		437	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 25 (Concluded)

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - MAINTENANCE CARPENTER

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Large hotels		435	-	-	-	-	352	-	469	463	-	-	-	540
Gold, quartz mines		411	-	-	-	-	370	-	400	-	-	-	-	-
Coal mines		391	-	-	397	-	-	-	-	-	-	-	-	-
Logging		-	-	-	-	413	421	-	631	-	-	-	-	701

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

TABLE 26

MONTHLY SALARY ON WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - MAINTENANCE ELECTRICIAN

Industry	Occupation if different from table head	Canada	Afld.	P.L.I.	N.S.	N.E.	Que.	Montreal	(nt.	Toronto	Man.	Sask.	Alta.	B.C.
Motor vehicles		740	-	-	-	-	677	-	755	-	-	-	-	-
Breweries		721	-	-	-	-	698	707	765	765	-	-	-	691
Motor vehicle parts and accessories		706	-	-	-	-	-	-	717	637	-	-	-	-
Office and store machinery		697	-	-	-	-	-	-	720	724	-	-	-	-
Tobacco products		697	-	-	-	-	656	656	734	-	-	-	-	-
Electric power		675	587	-	563	-	598	-	713	-	674	656	764	-
Pulp and paper		667	715	-	628	607	604	-	686	-	-	-	-	752
Petroleum refining and products		664	-	-	-	-	646	655	660	665	-	682	701	670
Agricultural imple- ments		664	-	-	-	-	-	-	682	-	-	-	-	-
Iron mines		660	686	-	-	-	649	-	641	-	-	-	-	-
Veneer and plywood mills		647	-	-	-	-	423	-	509	-	-	-	-	712
Metal stamping, press- ing and coating		638	-	-	-	-	573	596	660	662	-	-	-	-
Iron and steel mills		630	-	-	-	-	562	-	657	-	-	-	-	-
Industrial chemicals		628	-	-	-	-	549	-	651	-	-	-	653	674

MONTHLY SALARY ON WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - MAINTENANCE ELECTRICIAN

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Slaughtering and meat processing		625	-	-	-	-	580	591	632	650	-	663	677	670
Heating equipment		625	-	-	-	-	702	712	560	556	-	-	-	-
Aircraft and parts		620	-	-	-	-	538	545	694	713	-	-	-	-
Iron foundries		611	-	-	-	-	-	-	629	639	-	-	-	-
Smelting and refining		606	-	-	-	-	562	-	624	-	-	-	-	693
Grain elevators		606	-	-	-	-	546	-	598	-	-	-	-	705
Pharmaceuticals, medicines and toilet preparations		604	-	-	-	-	573	584	619	-	-	-	-	43
Rubber industries		601	-	-	-	-	470	502	632	658	-	-	-	-
Wire and wire products		601	-	-	-	-	533	551	630	617	-	-	-	-
metal mining		586	437	-	-	480	473	-	620	-	630	622	-	655
Communications equipment		582	-	-	-	-	594	602	584	582	-	-	-	-
Electrical industrial equipment		579	-	-	-	-	475	-	597	580	-	-	-	-
Household radio and T.V. receivers		579	-	-	-	-	-	-	588	606	-	-	-	-
railroad rolling stock		576	-	-	-	-	-	-	646	-	-	-	-	-
Grain mill products		574	-	-	-	-	572	-	581	-	-	-	-	-

TABLE 26 (Concluded)

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - MAINTENANCE ELECTRICIAN

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Structural, ornament- al and architectur- al metal		574	-	-	-	-	501	522	583	603	-	-	-	684
Small electrical appliances		562	-	-	-	-	-	-	562	-	-	-	-	-
Bakeries		562	-	-	-	-	484	511	614	618	-	-	-	-
Biscuits		560	-	-	-	-	510	529	-	-	-	-	-	-
Major appliances		559	-	-	-	-	476	-	598	677	-	-	-	-
Machinery and equip- ment		552	-	-	-	-	502	517	572	599	-	-	-	-
Shipbuilding and repair	Ship electrician	548	-	-	491	-	512	524	528	-	-	-	-	689
<u>HOSPITALS</u>		<u>547</u>	<u>419</u>	-	<u>474</u>	<u>430</u>	<u>468</u>	<u>481</u>	<u>569</u>	<u>556</u>	<u>605</u>	<u>618</u>	<u>668</u>	<u>748</u>
Boiler and plate works		530	-	-	-	-	483	-	608	-	-	-	-	-
Household, office and other furniture		471	-	-	-	-	421	445	492	-	-	-	-	-
Railway hotels		455	-	-	-	-	-	-	-	-	-	-	-	-
Coal mines		440	-	-	427	-	-	-	-	-	-	-	528	-
Gold, quartz mines		433	-	-	-	-	394	-	423	-	-	-	-	-
Logging		-	-	-	-	-	-	-	-	-	-	-	-	689

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

TABLE 27

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - MAINTENANCE MECHANIC

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.E.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Motor vehicle manu- facture and assem- bly	Machine repairman	736	-	-	-	-	-	-	755	-	-	-	-	-
"	Millwright	719	-	-	-	-	680	-	730	-	-	-	-	-
Breweries	Machine repair- man	713	-	-	-	-	688	697	751	762	-	696	-	646
Motor vehicle parts and accessories	Millwright	709	-	-	-	-	-	-	722	599	-	-	-	-
Tobacco products	Machine repairman	694	-	-	-	-	659	658	-	-	-	-	-	-
Agricultural implements	Millwright	674	-	-	-	-	-	-	694	-	-	-	-	-
Motor vehicle parts and accessories	Machine repairman	670	-	-	-	-	-	-	681	615	-	-	-	-
Pulp and paper	Millwright	658	706	-	648	607	596	-	660	-	-	-	-	752
Iron mines	Machine repairman	652	670	-	-	-	631	-	607	-	-	-	-	-
Agricultural implements	Machine repairman	650	-	-	-	-	-	-	672	-	-	-	-	-
Iron mines	Diesel mechanic	648	584	-	-	-	657	-	626	-	-	-	-	-
"	Millwright	631	-	-	-	-	-	-	639	-	-	-	-	-
Veneer and plywood mills	Millwright	630	-	-	-	-	394	-	490	-	-	-	-	684

TABLE 27 (Continued)

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - MAINTENANCE MECHANIC

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.E.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Smelting and refining	Millwright	628	-	-	-	-	589	-	559	-	-	-	-	660
Aircraft and parts		626	-	-	-	-	504	511	698	712	-	-	-	-
Pulp and paper		625	-	-	-	-	551	-	701	-	-	-	-	736
Electric power	Machine repairman	625	-	-	540	-	602	-	674	-	-	-	-	-
Aircraft and parts	Millwright	623	-	-	-	-	533	542	691	713	-	-	-	-
Industrial chemicals	Machine repairman	621	-	-	-	-	515	-	645	-	-	-	591	610 46
Metal stamping, pressing and coating	Millwright	620	-	-	-	-	575	589	632	653	-	-	-	-
Iron foundries	Millwright	614	-	-	-	-	417	-	638	-	-	-	-	-
Communications equipment	Millwright	613	-	-	-	-	609	617	577	-	-	-	-	-
Industrial chemicals	Millwright	611	-	-	-	-	547	-	641	-	-	-	670	-
Metal mining	Diesel mechanic	606	-	-	-	483	494	-	627	-	-	-	-	646
Slaughtering and meat processing	Millwright	603	-	-	-	-	549	556	548	-	-	-	660	634
Metal stamping, pressing and coating	Machine repairman	601	-	-	-	-	588	607	593	-	-	-	-	698
Sawmills and planing mills	Millwright	599	-	-	373	345	407	-	490	-	-	-	509	667

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - MAINTENANCE MECHANIC

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.E.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Grain elevators	Millwright	598	-	-	-	-	535	-	596	-	-	-	-	663
Smelting and refining	Machine repairman	594	-	-	-	-	565	-	608	-	-	-	-	-
Iron and steel mills		594	-	-	-	-	551	-	622	-	-	-	-	-
Metal mining	Millwright	584	442	-	-	-	472	-	593	-	-	-	-	-
Slaughtering and meat processing		582	-	-	-	-	512	556	591	618	637	578	627	650
Office and store machinery		582	-	-	-	-	-	-	584	587	-	-	-	- 47 -
Major appliances	Millwright	576	-	-	-	-	423	-	608	646	-	-	-	-
Wire and wire products	Machine repairman	576	-	-	-	-	488	509	603	563	-	-	-	674
" " "	Millwright	576	-	-	-	-	484	491	603	580	-	-	-	-
Electrical industrial equipment	Millwright	572	-	-	-	-	-	-	588	601	-	-	-	-
All rubber industries		569	-	-	-	-	417	399	610	651	-	-	-	-
Bus transport, inter- urban and rural	Automotive mechanic	567	-	-	386	-	454	-	572	-	536	-	617	675
Electrical industrial equipment	Machine repairman	565	-	-	-	-	-	-	579	535	-	-	-	-
Metal mining		560	444	-	-	473	468	-	600	-	584	618	-	613

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - MAINTENANCE MECHANIC

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Aircraft and parts	Aircraft electrical mechanic	560	-	-	-	-	496	502	638	653	-	-	-	-
Bakeries	Machine repairman	559	-	-	-	-	449	479	579	605	-	-	575	724
Heating	Mechanic	557	-	-	-	-	-	-	653	-	-	-	-	-
Major appliances	Machine repairman	555	-	-	-	-	433	-	617	660	-	-	-	-
Biscuits	Machine repairman	555	-	-	-	-	526	537	571	596	-	-	-	-
Grain mill products	Millwright	539	-	-	-	-	520	549	540	564	583	553	487	-
Iron foundries	Machine repairman	552	-	-	-	-	413	-	572	478	-	-	-	-
Structural, ornamental and architectural metal	Machine repairman	550	-	-	-	-	467	475	524	549	-	-	-	553
Miscellaneous machinery and equipment	Machine repairman	542	-	-	-	-	486	506	553	587	499	-	-	689
Aircraft and parts	Aircraft hydraulic mechanic	542	-	-	-	-	476	483	584	594	-	-	-	-
Pharmaceuticals, medicines and toilet preparations	Machine repairman	540	-	-	-	-	522	535	543	541	-	-	-	-

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - MAINTENANCE MECHANIC

Industry	Occupation if different from table head	Canada	Mfld.	P.E.I.	N.S.	N.E.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Grain mill products	Millwright	538	-	-	-	-	520	548	540	563	582	552	487	-
Aircrafts and parts	Aircraft engine mechanic	533	-	-	-	-	509	516	-	-	-	-	-	-
Boiler and plate works	Millwright	532	-	-	-	-	493	-	-	-	-	-	-	-
Small electrical appliances	Machine repairman	530	-	-	-	-	-	-	538	532	-	-	-	-
Miscellaneous mach- inery and equipment	Millwright	530	-	-	-	-	470	516	557	580	-	-	-	-
Confectionery	Machine repairman	528	-	-	-	-	543	566	529	573	-	-	-	-
Bus transport inter- urban and rural	Diesel mechanic	526	-	-	-	-	391	-	-	-	-	592	-	644
Machine shops		521	-	-	-	-	449	458	545	-	-	-	547	627
Soft drinks	Automotive mechanic	518	-	-	-	-	483	496	550	567	-	-	504	-
Paper boxes and bags		518	-	-	-	-	475	493	538	572	-	-	-	622
Household radio and television receivers	Machine repairman	516	-	-	-	-	-	-	557	584	-	-	-	-
Small electric appliances	Millwright	515	-	-	-	-	-	-	531	-	-	-	-	-

TABLE 27 (Cont'd)

MONTHLY AVERAGE ON WHEEL RATE IN DOLLARS AS AT OCTOBER 1, 1969 - MAINTENANCE MECHANIC

Industry	Occupation if different from table head	Canada	Atld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Oask.	Alta.	B.C.
Railroad rolling stock	Millwright	510	-	-	-	-	451	-	-	-	-	-	-	-
<u>HOSPITALS</u>		<u>508</u>	-	-	-	<u>366</u>	<u>452</u>	<u>465</u>	<u>514</u>	<u>510</u>	<u>551</u>	<u>504</u>	<u>566</u>	<u>606</u>
Aircraft and parts	Repair and overhaul mechanic	506	-	-	467	-	439	445	574	577	527	-	-	-
Communications equipment	Machine repairman	501	-	-	-	-	-	-	528	537	-	-	-	-
Soft drinks	Machine repairman	499	-	-	-	-	472	496	523	534	-	-	-	-
Veneer and plywood mills		498	-	-	-	-	381	-	469	-	-	-	-	672
Bakeries	Automotive mechanic	496	-	-	-	-	417	434	555	573	-	-	575	701
Machine shops	Millwright	479	-	-	-	-	436	435	552	-	-	-	-	-
Sash, door and floor- ing mills	Millwright	471	-	-	-	-	386	-	480	-	-	-	-	667
Gold, quartz mines		457	-	-	-	-	388	-	411	-	-	-	-	-
Leather tanneries	Machine repairman	455	-	-	-	-	-	-	455	-	-	-	-	-
Household, office and other furniture	Machine repairman	438	-	-	-	-	389	447	481	525	430	-	-	-

TABLE 27 (Concluded)

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - MAINTENANCE MECHANIC

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Coal mines		411	-	-	405	-	-	-	-	-	-	-	518	-
Fish products	Machine repairman	325	293	-	351	335	-	-	-	-	-	-	-	668
Logging		-	-	-	-	470	468	-	632	-	-	-	-	-

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

TABLE 28

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - STATIONARY ENGINEER, 1ST CLASS

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Pulp and paper		711	-	-	-	681	599	-	732	-	-	-	-	-
Slaughtering and meat processing		684	-	-	-	-	-	-	-	-	684	-	-	-
<u>HOSPITALS</u>		<u>672</u>	-	-	-	-	<u>575</u>	<u>627</u>	<u>743</u>	<u>746</u>	<u>777</u>	<u>618</u>	-	-

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

TABLE 29

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - STATIONARY ENGINEER, 2ND CLASS

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Breweries		762	-	-	-	-	688	697	808	796	781	778	-	-
Motor vehicle manu- facture and assem- bly		757	-	-	-	-	-	-	768	-	-	-	-	-
Tobacco products		714	-	-	-	-	673	719	-	-	-	-	-	-
Pulp and paper		687	679	-	667	601	601	-	729	-	-	-	-	\$21
Petroleum refining and products		687	-	-	-	-	648	656	691	720	641	717	748	719
Agricultural imple- ments		684	-	-	-	-	-	-	694	-	-	-	-	-
Iron and steel mills		670	-	-	-	-	525	-	767	-	-	-	-	-
Slaughtering and meat processing		655	-	-	-	-	600	606	669	717	670	-	705	-
Major appliances		545	-	-	-	-	-	-	662	731	-	-	-	-
Industrial chemicals		640	-	-	-	-	573	-	663	-	-	-	688	-
Rubber industries		635	-	-	-	-	-	-	646	679	-	-	-	-
Confectionery		620	-	-	-	-	-	-	596	-	-	-	-	-
Aircraft and parts		611	-	-	-	-	538	545	672	-	-	-	-	-
<u>RESIDUALS</u>		<u>594</u>	<u>538</u>	-	<u>602</u>	<u>485</u>	<u>507</u>	<u>533</u>	<u>650</u>	<u>648</u>	<u>620</u>	<u>599</u>	<u>748</u>	<u>668</u>
Leather tanneries		587	-	-	-	-	-	-	596	-	-	-	-	-

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

MONTHLY SALARY ON WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - STATIONARY ENGINEER, 3RD CLASS

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.E.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Motor vehicle manu- facture and assembly		741	-	-	-	-	-	-	751	-	-	-	-	-
Breweries		670	-	-	-	-	636	646	710	745	-	760	781	665
Agricultural imple- ments		647	-	-	-	-	-	-	657	-	-	-	-	-
Tobacco products		645	-	-	-	-	635	635	617	-	-	-	-	-
Pulp and paper		626	-	-	-	-	526	-	621	-	-	-	-	724
Petroleum refining and products		616	-	-	-	-	599	607	620	630	-	-	630	660
Iron and steel mills		604	-	-	-	-	-	-	622	-	-	-	-	-
Rubber industries		598	-	-	-	-	481	-	624	648	-	-	-	-
Slaughtering and meat processing		592	-	-	-	-	515	522	607	639	586	589	636	641
Aircraft and parts		582	-	-	-	-	517	524	626	-	-	-	-	-
Pharmaceuticals, medicines and toil- et preparations		574	-	-	-	-	559	566	578	644	-	-	-	-
Industrial chemicals		574	-	-	-	-	544	-	641	-	-	-	629	-
Communications equipment		571	-	-	-	-	554	561	562	-	-	-	-	-
Large hotels		555	-	-	-	-	-	-	545	-	-	-	-	674

TABLE 30 (Concluded)

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - STATIONARY ENGINEER, 3RD CLASS

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.E.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Soft drinks		540	-	-	-	-	512	-	550	551	-	-	-	-
Veneer and plywood mills		538	-	-	-	-	-	-	457	-	-	-	-	700
Railway hotels		533	-	-	-	-	-	-	-	-	-	-	-	-
Dairy factories		530	-	-	-	-	-	432	-	603	-	-	-	-
HOUSING		521	391	-	474	429	444	458	559	562	515	480	573	667
Confectionery		498	-	-	-	-	-	-	538	567	-	-	-	-
Major appliances		487	-	-	-	-	-	-	524	-	-	-	-	-
Biscuits		486	-	-	-	-	462	481	-	-	-	-	-	-
Household, office and other furniture		406	-	-	-	-	-	-	424	-	-	-	-	-
Fish products		-	-	-	-	-	-	-	-	-	-	-	-	653

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

MONTHLY SALARY ON WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - STATIONARY ENGINEER, 4TH CLASS

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Pulp and paper		596	618	-	-	-	517	-	576	-	-	-	-	655
Industrial chemicals		577	-	-	-	-	509	-	603	-	-	-	565	-
Petroleum refining and products		574	-	-	-	-	-	-	591	-	-	-	-	-
Communications equipment		516	-	-	-	-	497	504	516	-	-	-	-	-
Slaughtering and meat processing		515	-	-	-	-	425	450	541	541	-	-	578	636
Pharmaceuticals, and toilet medicines, and toilet preparations		513	-	-	-	-	483	489	529	544	-	-	-	56
Iron and steel mills		504	-	-	-	-	-	-	524	-	-	-	-	-
Dairy factories		504	-	-	-	-	-	414	-	582	-	-	-	-
Soft drinks		496	-	-	-	-	475	473	504	-	-	-	-	-
Large hotels		491	-	-	-	-	-	-	529	-	-	-	-	-
Biscuits		471	-	-	-	-	457	463	-	-	-	-	-	-
Confectionery		462	-	-	-	-	-	-	478	-	-	-	-	-
Rubber industries		460	-	-	-	-	400	-	507	544	-	-	-	-
Veneer and plywood mills		455	-	-	-	-	328	-	371	-	-	-	-	637

TABLE 31 (Concluded)

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - STATIONARY ENGINEER, 4TH CLASS

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.E.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
<u>HOSPITALS</u>		<u>450</u>	<u>359</u>	-	<u>362</u>	<u>400</u>	<u>405</u>	<u>419</u>	<u>474</u>	<u>498</u>	<u>430</u>	<u>403</u>	<u>478</u>	<u>599</u>
Leather tanneries		401	-	-	-	-	-	-	406	-	-	-	-	-
Major appliances		386	-	-	-	-	373	-	440	-	-	-	-	-
Household, office and other furniture		366	-	-	-	-	-	-	378	-	-	-	-	-
Fish products		300	291	-	332	-	-	-	-	-	-	-	-	-

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

TABLE 32

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - STATIONARY FIREMAN

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Fulp and paper		582	-	-	-	527	543	-	633	-	-	-	-	606
Sawmills and planing mills		488	-	-	-	281	321	-	370	-	-	-	-	584
<u>HOSPITALS</u>		<u>408</u>	<u>296</u>	-	<u>390</u>	<u>350</u>	<u>426</u>	<u>439</u>	<u>449</u>	-	<u>478</u>	<u>391</u>	<u>423</u>	<u>532</u>
Veneer and plywood mills		405	-	-	-	-	291	-	382	-	-	-	-	587
Fish products		308	-	-	291	-	-	-	-	-	-	-	-	- 58 -
Household, office and other furniture		300	-	-	-	-	273	-	359	-	-	-	-	-
Sash, door and floor- ing mills		291	-	-	-	-	260	-	-	-	-	-	-	-

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

TABLE 33

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - TRUCK DRIVER, LIGHT AND HEAVY

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.E.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Breweries		606	-	-	-	-	618	630	615	-	-	-	-	582
Iron mines	Dump-truck driver	587	626	-	-	-	567	-	566	-	-	-	-	-
Electric power		547	422	-	-	-	472	-	588	-	-	487	-	637
Iron and steel mills		537	-	-	-	-	460	-	560	-	-	-	-	-
Industrial chemicals		525	-	-	-	-	510	-	547	-	-	-	481	-
Metal mining		521	385	-	-	454	447	-	514	-	525	-	-	594
Smelting and refining		518	-	-	-	-	501	-	447	-	-	-	-	565
Pulp and paper		515	-	-	451	487	459	-	526	-	-	-	-	592
Slaughtering and meat processing		508	-	-	-	-	457	506	529	542	392	520	558	613
Petroleum refining and products		491	-	-	-	-	544	552	593	-	-	-	-	-
Aircraft and parts		489	-	-	-	-	442	448	550	573	-	-	-	-
Pharmaceuticals, medicines and toilet preparations		474	-	-	-	-	426	432	502	536	-	-	-	-
Shipbuilding and repair		472	-	-	378	407	465	-	457	-	-	-	-	570
Rubber industries		459	-	-	-	-	370	-	493	527	-	-	-	-

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - TRUCK DRIVER, LIGHT AND HEAVY

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.E.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Agricultural imple- ments		457	-	-	-	-	325	-	535	-	371	-	466	-
Metal stamping press- ing and coating		452	-	-	-	-	407	422	481	458	-	-	445	604
Bakeries		447	-	-	-	-	350	373	464	468	-	-	-	587
Wire and wire products		445	-	-	-	-	-	-	466	427	-	-	-	-
Miscellaneous mach- inery and equipment		445	-	-	-	-	391	399	461	465	-	-	-	537
Small electrical appliances		442	-	-	-	-	-	-	450	439	-	-	-	60
Boiler and plate works		442	-	-	-	-	412	429	486	501	-	-	-	-
Structural, ornament- al and architectur- al metal		440	-	-	-	-	389	430	464	449	-	-	459	-
Coal mines		438	-	-	387	-	-	-	-	-	-	-	454	-
Communications equipment		437	-	-	-	-	436	442	438	468	-	-	-	-
Grain mill products		432	-	-	-	-	325	-	435	499	442	-	428	-
Paper boxes and bags		430	-	-	-	-	394	399	449	453	-	-	-	539
Soft drinks		428	-	-	-	-	407	-	442	527	-	-	-	-
<u>HOSPITALS</u>		<u>427</u>	<u>369</u>	-	<u>388</u>	<u>345</u>	<u>400</u>	<u>435</u>	<u>443</u>	<u>399</u>	-	<u>402</u>	<u>464</u>	<u>518</u>

TABLE 33 (Concluded)

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - TRUCK DRIVER, LIGHT AND HEAVY

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.E.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Heating equipment		427	-	-	-	-	404	414	438	-	-	-	-	-
Major appliances		422	-	-	-	-	352	-	471	553	-	-	-	-
Dairy factories		422	-	-	-	-	376	355	-	532	-	-	-	-
Biscuits		422	-	-	-	-	404	424	419	-	-	-	-	-
Confectionery		396	-	-	-	-	333	362	437	441	-	-	-	-
Machine shops		389	-	-	-	-	362	350	406	385	301	-	397	480
Household, office and other furniture		386	-	-	-	-	337	365	414	423	328	-	400	558
Gold, quartz mines		374	-	-	-	-	358	-	373	-	-	-	-	-
Sawmills and planing mills		372	-	-	262	284	297	-	380	-	-	-	388	552
Sash, door and floor- ing mills		354	-	-	255	-	295	331	407	430	309	377	381	556
Logging		-	-	-	-	-	-	-	-	-	-	-	-	622

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

TABLE 34

MONTHLY SALARY ON WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - GENERAL LABOURER

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.E.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Breweries		586	-	-	-	-	575	583	-	-	529	-	-	-
Motor vehicle manu- facture and assembly		518	-	-	-	-	489	-	557	-	-	-	-	-
Tobacco products	Unskilled work- er, male	511	-	-	-	-	488	476	522	-	-	-	-	-
Grain elevators		510	-	-	-	-	-	-	517	-	-	-	-	-
Petroleum refining		498	-	-	-	-	-	-	535	529	-	447	506	488
Iron mines		489	505	-	-	-	483	-	459	-	-	-	-	- 62
Pulp and paper		487	507	-	414	497	447	-	498	-	-	-	-	556
Motor vehicle parts and accessories		482	-	-	-	-	-	-	492	449	-	-	-	-
Industrial chemicals		481	-	-	-	-	441	-	507	-	-	-	457	513
Slaughtering and meat processing		469	-	-	-	-	391	430	452	494	499	476	500	480
Metal mining	Underground labourer	462	-	-	-	388	414	-	481	-	-	-	-	511
" "	Unskilled work- er, female	462	-	-	-	-	455	461	447	-	-	-	-	-
Agricultural imple- ments		457	-	-	-	-	289	-	500	-	-	-	-	-
Aircraft and parts		452	-	-	-	-	347	373	514	523	-	-	-	-

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - GENERAL LABOURER

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.E.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Iron and steel mills		450	-	-	-	-	399	-	469	-	-	-	-	-
Smelting and refining		449	-	-	-	-	420	-	459	-	-	-	-	-
" " "	Surface or mill labourer	447	344	-	-	381	383	-	449	-	480	450	-	504
Electric power		440	-	-	327	-	428	-	507	-	-	412	-	556
Shipbuilding and repair		435	-	-	364	401	447	-	409	-	-	-	-	547
Paint and varnish		427	-	-	-	-	386	393	449	454	-	-	-	-
Veneer and plywood mills		425	-	-	-	-	244	-	315	-	-	-	-	537
Railroad rolling stock		425	-	-	-	-	358	365	493	-	-	-	-	-
Iron foundries		423	-	-	-	-	320	-	440	404	-	-	403	570
Major appliances		423	-	-	-	-	346	-	461	518	-	-	-	-
Rubber industries		420	-	-	-	-	338	363	459	432	-	-	-	-
Boiler and plate works		418	-	-	-	-	410	422	423	423	-	-	-	543
Metal stamping, press- ing and coating		416	-	-	-	-	418	440	402	380	409	-	409	502
Soft drinks		415	-	-	298	-	397	419	450	480	276	-	438	-
Grain mill products		411	-	-	-	-	399	483	421	416	412	-	-	-

MONTHLY SALARY ON WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - GENERAL LABOURER

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Sawmills and planing mills		411	-	-	234	264	260	-	352	-	-	-	360	525
Miscellaneous machin- ery and equipment		405	-	-	-	-	368	386	414	415	-	-	-	523
Structural, ornamental and architectural metal		401	-	-	-	-	363	419	406	418	-	-	421	532
Electrical industrial equipment		396	-	-	-	-	352	363	425	389	-	-	-	-
Communications equip- ment		394	-	-	-	-	415	421	406	408	-	-	-	-
Paper boxes and bags		394	-	-	-	-	362	365	416	421	390	-	-	-
Dairy factories		393	-	-	-	-	-	380	-	-	-	-	-	-
Wire and wire products		393	-	-	-	-	360	393	400	394	-	-	-	514
Confectionery		391	-	-	-	-	386	398	388	378	-	-	-	-
Small electrical appliances		388	-	-	-	-	-	-	394	390	-	-	-	-
Biscuits		386	-	-	-	-	341	345	452	459	-	-	-	-
Leather tanneries		384	-	-	-	-	-	-	400	-	-	-	-	-
Pharmaceuticals, medicines and toil- et preparations		384	-	-	-	-	376	381	383	380	-	-	-	-
HOSPITALS		374	286	-	223	272	355	360	380	385	358	352	352	492

TABLE 34 (Concluded)

MONTHLY SALARY OR WAGE RATE IN DOLLARS AS AT OCTOBER 1, 1969 - GENERAL LABOURER

Industry	Occupation if different from table head	Canada	Nfld.	P.E.I.	N.S.	N.E.	Que.	Montreal	Ont.	Toronto	Man.	Sask.	Alta.	B.C.
Heating equipment		372	-	-	-	-	344	355	411	-	373	-	-	-
Gold, quartz mines		370	-	-	-	-	332	-	337	-	-	-	-	-
Sash, door and floor- ing mills		359	-	-	253	-	250	249	302	337	-	-	403	507
Coal mines		354	-	-	373	-	-	-	-	-	-	-	475	-
Office and store machinery		344	-	-	-	-	-	-	423	428	-	-	-	-
Bakeries		315	-	-	-	-	245	339	447	460	-	-	-	390
Household, office and other furniture		298	-	-	-	-	245	262	340	339	288	-	267	-
Childrens' clothing		250	-	-	-	-	231	234	-	-	-	-	-	-
Fish products		247	216	-	265	235	294	-	-	-	-	-	-	457

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969.

Table 35

Average Monthly Salary Rates (a) of Selected Personnel (b) in Surveyed Hospitals, Canada, as at October 1, 1969 and 1970 (preliminary)

Occupation	CANADA *			NEWFOUNDLAND			NOVA SCOTIA			NEW BRUNSWICK			QUEBEC			MONTREAL		
	1969	1970	% Inc.	1969	1970	% Inc.	1969	1970	% Inc.	1969	1970	% Inc.	1969	1970	% Inc.	1969	1970	% Inc.
<u>NURSING SERVICES</u>																		
Nurse, staff - R.N.	494	551	11.5	437	475	8.7	457	486	6.3	464	482	3.9	452	529	17.0	455	555	22.0
Nursing Auxiliary - Certified	354	408	15.3	266	313	17.7	327	353	8.0	299	310	3.7	347	437	25.9	350	-	-
Nursing Auxiliary - Uncertified	288	335	16.3	197	222	12.7	256	277	8.2	224	241	7.6	275	336	22.2	277	346	24.9
Nursing Orderly, Experienced - Male	404	431	6.7	337	386	14.5	349	402	15.2	339	367	8.3	386	-	-	391	-	-
Nursing Orderly, Inexperienced - Male	356	393	10.4	299	345	15.4	284	-	-	297	307	3.4	358	395	10.3	362	402	11.0
Psychiatric Attendant - Male	447	-	-	-	-	-	310	-	-	353	-	-	397	-	-	422	-	-
Psychiatric Aide - Female	421	-	-	-	-	-	-	-	-	354	-	-	321	-	-	-	-	-
<u>DIAGNOSTIC AND TREATMENT SERVICES</u>																		
Laboratory Technician (Medical) - Male	483	550	13.9	495	535	8.1	466	523	12.2	437	-	-	436	522	19.7	437	504	15.3
Laboratory Technician (Medical) - Female	469	525	11.9	426	489	14.8	446	468	4.9	432	467	8.1	432	502	16.2	438	525	19.9
Laboratory Assistant - Male	352	387	9.9	297	-	-	306	-	-	244	-	-	340	382	12.4	349	372	6.6
Laboratory Assistant - Female	327	367	12.2	280	360	28.6	274	283	3.3	261	278	6.5	300	376	25.3	312	377	20.8
Morgue Attendant	416	446	7.2	334	-	-	336	-	-	-	-	-	398	-	-	397	-	-
Remedial Gymnast, staff	496	558	12.5	-	-	-	-	-	-	-	-	-	451	-	-	-	-	-
X-Ray Technician - Male	491	548	11.6	457	516	12.9	489	534	9.2	484	-	-	444	528	18.9	445	-	-
X-Ray Technician - Female	456	514	12.7	424	458	8.0	444	476	7.2	429	478	11.4	427	496	16.2	430	509	18.4
<u>DIETARY AND HOUSE-KEEPING SERVICES</u>																		
Cook - Male	431	484	12.3	351	-	-	355	412	16.1	375	391	4.3	408	-	-	409	-	-
Cook - Female	353	381	7.9	225	264	17.3	297	-	-	284	308	8.5	333	374	12.3	342	-	-
Assistant Cook, Male	359	388	8.1	-	-	-	283	288	1.8	317	327	3.2	335	387	15.5	340	393	15.6
Assistant Cook, Female	296	335	13.2	206	266	29.1	256	273	6.6	258	-	-	281	341	21.4	281	357	27.0
Laundry Operator, Heavy Duties, Male	370	405	9.5	307	-	-	296	303	2.4	298	311	4.4	348	398	14.4	351	404	15.1
Laundry Operator, Light Duties, Female	289	320	10.7	155	205	32.3	233	259	11.2	220	230	4.5	278	321	17.6	280	281	0.7
Maid, Hospital	280	311	11.1	165	205	24.2	229	245	7.0	219	226	3.2	273	-	-	279	-	-
Seamstress	295	334	13.2	199	244	22.6	256	259	1.2	229	241	5.2	291	-	-	293	-	-
<u>MAINTENANCE AND SERVICE</u>																		
Carpenter	494	-	-	417	-	-	446	-	-	410	-	-	454	-	-	465	-	-

Table 35 (Continued)

Average Monthly Salary Rates (a) of Selected Personnel (b) in Surveyed Hospitals, Canada, as at October 1, 1969 and 1970 (preliminary)

Occupation	ONTARIO			TORONTO			MANITOBA			SASKATCHEWAN			ALBERTA			BRITISH COLUMBIA		
	1969	1970	% Inc.	1969	1970	% Inc.	1969	1970	% Inc.	1969	1970	% Inc.	1969	1970	% Inc.	1969	1970	% Inc.
NURSING SERVICES																		
Nurse, staff - R.N.	514	558	8.6	510	549	7.6	485	535	10.3	485	546	12.6	503	547	8.7	563	612	8.7
Nursing Auxiliary - Certified	370	399	7.8	375	411	9.6	343	345	0.6	328	373	13.7	353	376	6.5	393	443	12.7
Nursing Auxiliary - Uncertified	310	338	9.0	317	342	7.9	262	269	2.7	283	322	13.8	301	329	9.3	344	396	15.1
Nursing Orderly, Experienced - Male	397	425	7.1	391	416	6.4	404	-	-	394	401	1.8	443	460	3.8	500	555	11.0
Nursing Orderly, Inexperienced - Male	363	395	8.8	365	405	11.0	346	388	12.1	345	391	13.3	380	387	1.8	453	491	8.4
Psychiatric Attendant - Male	480	-	-	483	-	-	432	-	-	-	-	-	384	-	-	544	-	-
Psychiatric Aide - Female	468	-	-	466	-	-	363	-	-	340	-	-	293	-	-	489	-	-
DIAGNOSTIC AND TREATMENT SERVICES																		
Laboratory Technician (Medical) - Male	513	560	9.2	492	530	7.7	498	-	-	514	557	8.4	511	-	-	578	646	11.8
Laboratory Technician (Medical) - Female	487	523	7.4	485	522	7.6	456	464	1.8	451	511	13.3	476	533	12.0	545	599	9.9
Laboratory Assistant - Male	380	420	10.5	403	-	-	-	-	-	344	-	-	471	362	13.5	400	420	5.0
Laboratory Assistant - Female	360	365	1.4	407	-	-	-	-	-	295	326	10.5	319	-	-	358	608	17.3
Morgue Attendant	418	452	8.1	404	456	12.9	412	-	-	419	-	-	478	-	-	522	-	16.5
Remedial Gymnast, staff	536	559	4.3	-	-	-	-	-	-	-	-	-	502	-	-	-	-	-
X-Ray Technician - Male	517	545	5.4	495	572	3.4	484	-	-	477	547	14.7	505	538	6.5	617	665	7.8
X-Ray Technician - Female	470	513	9.1	478	512	7.1	459	-	-	421	482	14.5	470	508	8.1	555	611	10.1
DIETARY AND HOUSE-KEEPING SERVICES																		
Cook - Male	455	472	3.7	463	-	-	443	-	-	409	468	14.4	456	492	7.9	497	572	15.1
Cook - Female	364	379	4.1	368	411	11.7	357	394	10.4	319	337	5.6	363	374	3.0	430	466	8.4
Assistant Cook, Male	385	-	-	400	462	15.5	299	-	-	346	382	10.4	340	358	5.3	472	552	16.9
Assistant Cook, Female	323	339	5.0	328	347	5.8	286	306	7.0	270	285	5.6	301	336	11.6	362	395	9.1
Laundry Operator, Heavy Duties, Male	388	405	4.4	400	415	3.8	380	385	1.3	357	379	6.2	388	418	7.7	502	519	3.4
Laundry Operator, Light Duties, Female	309	316	2.3	319	328	2.8	265	284	7.2	279	316	13.3	307	331	7.8	339	368	8.6
Ward, Hospital	303	316	4.3	302	324	7.3	257	268	4.3	268	292	9.0	290	312	7.6	320	377	17.8
Scamstress	320	331	3.4	321	344	7.2	259	298	15.1	296	321	8.4	316	342	8.2	359	368	2.5
MAINTENANCE AND SERVICE																		
Carpenter	519	-	-	508	-	-	501	-	-	495	-	-	582	-	-	653	-	-

Table 35 (Concluded)

Occupation	CANADA *			NEWFOUNDLAND			NOVA SCOTIA			NEW BRUNSWICK			QUEBEC			MONTREAL		
	1969	1970	% Inc.	1969	1970	% Inc.	1969	1970	% Inc.	1969	1970	% Inc.	1969	1970	% Inc.	1969	1970	% Inc.
<u>MAINTENANCE AND SERVICE(Cont'd.)</u>																		
Electrician	547	615	12.4	419	445	6.2	474	523	10.3	430	-	-	468	-	-	481	-	-
Mechanic	508	533	4.9	-	-	-	-	-	-	366	-	-	452	-	-	465	-	-
Stationary Engineer, 1st Class	672	-	-	-	-	-	-	-	-	-	-	-	575	-	-	627	-	-
Stationary Engineer, 2nd Class	594	-	-	538	-	-	602	-	-	-	-	-	507	-	-	533	-	-
Stationary Engineer, 3rd Class	521	-	-	391	-	-	474	-	-	485	-	-	444	-	-	458	-	-
Stationary Engineer, 4th Class	450	-	-	359	-	-	362	-	-	400	-	-	405	-	-	419	-	-
Stationary Fireman	408	474	16.2	296	-	-	390	424	8.7	390	394	1.0	426	455	6.8	439	430	-1.1
Truck Driver, Light and Heavy	427	439	2.8	369	419	13.6	388	-	-	345	-	-	400	435	8.8	435	430	-
General Labourer	374	-	-	286	-	-	323	-	-	272	-	-	355	-	-	360	-	-
<u>MAINTENANCE AND SERVICE(Cont'd.)</u>																		
Electrician	569	599	5.3	556	623	12.1	605	-	-	618	724	17.2	668	733	9.7	748	786	4.9
Mechanic	514	529	2.9	510	-	-	551	-	-	504	-	-	566	-	-	606	669	3.1
Stationary Engineer, 1st Class	743	-	-	746	-	-	777	-	-	618	-	-	748	-	-	660	-	-
Stationary Engineer, 2nd Class	650	-	-	648	-	-	620	-	-	599	-	-	573	-	-	667	-	-
Stationary Engineer, 3rd Class	559	-	-	563	-	-	515	-	-	480	-	-	478	-	-	599	-	-
Stationary Engineer, 4th Class	474	-	-	498	-	-	430	-	-	403	-	-	423	525	24.1	539	584	7.8
Stationary Fireman	449	-	-	-	-	-	478	-	-	391	472	20.7	464	501	8.0	518	539	4.1
Truck Driver, Light and Heavy	443	-	-	399	-	-	-	-	-	402	431	7.2	464	501	-	495	539	-
General Labourer	380	-	-	385	-	-	358	-	-	353	-	-	352	-	-	495	-	-

For footnotes see Table 1

* Excludes Prince Edward Island for which no 1970 data are available.

SOURCE: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, 1969 and preliminary 1970.

TABLE 36: CONSUMER PRICE INDEX, ALL ITEMS, CANADA, BY YEARS, 1961-70
AND BY MONTHS JANUARY 1969 - DECEMBER 1970

Year	Index	Per Cent Increase Over Previous Year
1961	100.0	-
1962	101.2	1.2
1963	103.0	1.8
1964	104.8	1.7
1965	107.4	2.5
1966	111.4	3.7
1967	115.4	3.6
1968	120.1	4.1
1969	125.5	4.5
1970	129.7	3.4

Month	1969	1970	Per Cent Increase Over Previous Year
January	122.6	128.2	4.6
February	122.6	128.7	5.0
March	123.2	128.9	4.6
April	124.6	129.7	4.1
May	124.9	129.6	3.8
June	125.9	129.9	3.2
July	126.4	130.5	3.2
August	126.9	130.5	2.8
September	126.6	130.2	2.8
October	126.8	130.3	2.8
November	127.4	130.3	2.3
December	127.9	129.8	1.5

SOURCE: D.B.S. 62-002 Prices and Price Indexes
D.B.S. 11-003 Canadian Statistical Review,
January 1971.

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APPENDIX A

Approximate Amount of Income Tax Payable by a Staff Nurse^(a) Receiving
Average Monthly Salary Rates, British Columbia, 1962 and 1969.

1962

Salary 12 months at \$333 per month	\$ 3,996
Less Personal Exemptions \$1,000, Standard Deduction \$100	<u>1,100</u>
Taxable Income	<u>\$ 2,896</u>
 Tax including Old Age Security Tax	
On first \$2,000	\$ 310
On next \$896 at 20%	<u>179</u>
<u>Total Income Tax Payable</u>	<u>\$ 489(b)</u>

1969

Salary 12 months at \$563 per month	\$ 6,756
Less Personal Exemptions \$1,000, Standard Deduction \$100	<u>1,100</u>
Taxable Income	<u>\$ 5,656</u>
 Tax excluding Old Age Security Tax	
On first \$4,000	\$ 610
On next \$1,656 at 22%	<u>364</u>
Basic Tax	974
Less 28% abatement	- 272
Less 1969 tax reduction (maximum)	<u>- 20</u>
	682
 Plus Temporary Surcharge	
Basic Tax 974	
Less <u>200</u>	
Subject to surcharge \$774 at 3%	23
 Plus Old Age Security and Social Development Tax	
6% of Taxable Income	<u>339</u>
Total Federal Tax	1,044
Plus Provincial Tax (28% of Basic Tax)	<u>272</u>
<u>Total Income Tax Payable</u>	<u>\$ 1,316</u>

(a)

Assumed for simplicity to be a single person with only the personal exemption and standard deduction applicable. Deductions for union dues, Canada Pension Plan etc. have been disregarded.

(b)

Includes provincial income tax which is equivalent to federal abatement in British Columbia.

